



# Staff Wellbeing

**OUR AIM: To have a happy and cohesive, high performing team that ALL have an effective work life balance.**



## 'Flex day' off each year

To be taken when you would like for what you would like (eg, a long weekend away, child's graduation, a birthday day off...)

*Day to be agreed with a minimum of one month's notice.*



## Potential for Flexible Work Hours

Staff are encouraged to work flexibly outside the main school day & calendared events, to create their own effective work and life balance.



## Clear Calendar & Timetables

All school events are calendared for the year ahead, with clearly identified & distributed deadlines for data. Teaching timetables are published well ahead of the end of year.



## Buddy for all New Staff

All new staff are assigned a buddy once recruited to support them both on the lead up to joining, and across their first year.



## Open and Honest Conversations

A focus on discussing butterflies and hornets in all meetings, checking that we put our time & effort into impacts our students.



## Great Supportive Team

We are proud of have created a great team that supports each other to succeed and balance family life with work.



## Annual Flu Jab

An annual flu jab for all staff, available each winter, free of charge.



## Cycle to Work Scheme

We have a salary sacrificed cycle to work scheme starting in September 2020.



## Regular staff socials

Regular staff socials are calendared each year, including a Christmas party, activities such as bowling, along with drinks, meals and an annual summer BBQ.



## Career Opportunities

Career opportunities are considered for all, with many opportunities becoming available each year as the school grows to its full capacity.



## Research Driven, CPD Focused

Our curriculum principles and our teaching & learning are strongly research focused. We encourage all our staff to engage in reflective and relevant CPD regularly.



## Effective Marking & Reporting

Marking follows an eight lesson cycle & is focused on spending time on the actions taken next. Data is only collected three times a year, with no long comments.



## Minimal Out of Hours Email

A school wide focus on minimising email communication during evenings & weekends, making use of gmail 'scheduled send'.



## Discounts with local businesses

We are working to identify discounts for staff with local businesses, such as 10% off car servicing at Victoria Garage.



## Staff social fund

Staff contribute a small amount via payroll to cover tea & coffee in the staffroom and gifts to staff for life events (births etc).



## Free Christmas lunch

A great opportunity for staff to enjoy the festivities with colleagues and students.



## NQT Early Starts

Summer term starts will always be considered for NQT new joiners.



## Chromebooks & Google Suite

All our students have Chromebooks that you can utilise as needed in any lesson. Not only can they enhance learning but they can also be used to automate marking / feedback.

It is our intention to continue all of these items for the foreseeable future, unless prevented by financial constraints.