

Improving the Welfare of Staff

- **We recognise that work is a huge part of our lives, and that our lives can affect our work.** Therefore, we help address this '**lifestyle balance**' by providing '*professional support*' that enables us to be the best we can be in our work as well as '*personal support*' that focus on our welfare and well-being.
- We support each other to access, where necessary and at the right times, relevant support as listed in our Priory 'Shop of Support' document
- '**Welfare Wednesdays**' – no staff INSET on the last Wednesday before every half term/term break so staff can plan to leave and do something for themselves.
- Whole staff **INSET** days undertaken each **Wednesday after school** rather than full days in school (with the exception of the first Inset day back in September) – allowing for greater flexibility for return to school following holiday periods/bank holidays.
- Open discussion with Headteacher regarding '**special leave**' if required.
- '**Leadership lunches**' every Tuesday – an opportunity for SLT and ELT to get together for informal discussion and chat.
- '**Healthy leaders**' course followed by ELT with our external associate.
- **Tea and coffee** available at the start of staff briefings in the staff room.
- **Staff socials** – Christmas meal etc.
- Levels of support that may need to be considered to assist in reducing any workplace stress that may have a detrimental impact on future health and attendance i.e. **Occupational Health Referrals, Counselling sessions, Health Risk Assessments, Education Support Partnership, ASCL Wellbeing Zone** etc.
- **Pre-order lunch service**
- Access to both copiers/**printers**
- Supportive of **career aims** and ambitions
- Access to **mental well being support staff** who are available to us as staff too. Should we need it, we are able to access this support as quickly as possible.
- **Access to 'Supervision' sessions** – Provided by one of our trained, in house Pastoral Managers should staff feel the need to talk to someone in order to support their wellbeing either professionally or personally.
- **Access to Charlotte Lowe – Psychological Services** - should staff feel the need to talk to someone in order to support their wellbeing through particularly difficult or challenging times in their professional or personal life.

- We look out for each other and:
 - Let others know/talk to colleagues
 - Discuss possible short-term solutions
 - Discuss possible longer-term solutions
 - Focus in addition, on what is going well – the positive.
- A culture where open and honest discussions with SLT/your line manager regarding your thoughts and ideas on how we might improve our welfare as staff are welcome.
- A culture where open and honest discussions with colleagues, who may wish to discuss their own particular circumstances, will be facilitated.
- Support for staff to become markers for their exam board. **2 days working away from school will be provided to staff who are markers in the summer term** provided staff professionally develop colleagues with their knowledge/understanding.
- Access to the **Digital Healthy Schools** platform for staff
- **Staff Welfare activities at reduced rates** – please see those items marked in yellow in the staff calendar i.e. Yoga, Zumba classes etc.
- **'Listening Tree' support** – a forum to allow staff to review and reflect on their practice (Supervision).
- **Results day** – continental breakfast provided for staff coming in on results day to see how our pupils have done.
- **Part time working considered and accommodated where possible**
- **Flexible working considered and accommodated where possible**
- **Free NHS Health Checks/Flu Jabs for eligible staff including:**
 - Blood pressure and pulse
 - Total / HDL cholesterol test
 - Height, weight, BMI and waist measurement
 - Lifestyle assessment of risk factors
 - A calculation of your risk of developing heart disease or stroke in the next 10 y years.
 - Advice and information on how to reduce your risk.
- Reintroduction of Parent Evenings = better and easier contact/relationships with parents/carers
- Learning walks are about supportive development (challenge high but risk low) and known about in advance (trust)
- Pupil Voice Vox Pops and rewards plus acknowledgement of efforts made in lessons

- Universal behaviour system and extra pastoral staff
- Giving teachers a greater say and more influence over their professional development = improved job satisfaction and teacher retention.
- Support within Priory from **other colleagues** – e.g. Teaching staff, T&L team, ELT lead, TLR Postholders, Intern (Pupil Premium/Boy's Champion), SLE's, Lead Practitioners
- Support from **SLT** in:
 - Leadership, Appraisal, Performance Management – ME
 - T&L, DP – LCO
 - Data and all pupil outcomes & Curriculum – NG
 - Pastoral, Behaviour for Learning – DC
 - DP & Boys progress – PM (Leadership Intern)
- New/continued support from a teacher/s/leader/s from **another school/s**.
- **Visiting** other teacher/s/leader/s from other school/s - observing lessons, leadership discussions, moderation etc.
- Involvement in **Learning Walks**.
- **Regular meetings** with ELT lead/SLT subject line manager (co-ordinator).
- **Observations** of other colleague/s/department/s - including those at other schools, and other colleagues at Priory.
- Support from **Lancashire advisors** – please refer to the relevant documents highlighting support available such as:
 - Specialist (subject) Leaders in Education (SLE's)
 - Senior advisor support – to undertake external reviews such as:
 - Behaviour and attendance
 - SEN Support
 - Curriculum and schemes of work
- Support from our **Teaching School Alliances** (Preston TSA, Endeavour Learning Trust TSA (ELTSA), Red Rose TSA) – please refer to the relevant documents highlighting support available such as:
- We are a **PiXL** (partners in excellence) school therefore support from:
 - PiXL - Strategies and attendance at subject specific conferences
 - PiXL - Engagement leadership programme
 - PiXL - Middle leaders programme
 - PiXL – The Outstanding Middle leaders of the Future Programme

Reducing/Improving the Workload of staff

- **Workload** is always discussed alongside **time** – there will always be work to be done but we openly talk about how and when we might have the time to do it.
- We **don't work in isolation** either as individuals or departments – working on things together within and across departments, sharing resources, ideas, collectively working on things together reduces individual workload.
- We support each other to **work collaboratively** to evolve, to cultivate peer learning within school and between schools and to encourage innovation.
- We **support each other** to plan and evaluate our teaching with colleagues, observing and learning from each other and sharing what works within or across groups of schools.
- We ensure there is sufficient **investment in our professional learning**, and that developing professionalism is a key strategic priority.
- We look to **remove obstacles** and create the conditions that will allow us as staff to develop.
- **Less Marking** - policies per dept. not overall school policy therefore reduced marking and written feedback
- **Less data entry**
- Few **split classes** – if at all
- Virtually **no teaching out of specialism**