

Staff wellbeing and work life balance at St Silas

Time Commitments	Planning, marking and feedback and teaching	Assessment	Other
One staff meeting per week with the exception of SLT.	Feedback policy gives a range of feedback options including verbal feedback.	End of term summative assessments in reading, writing and maths showing on track for greater depth, on track for age related or working below. Easy to complete on Sonar.	Support available from School Advisory Service (SAS) including counselling and physio.
PPA is provided by Junior Jam and therefore protected on those days. It can be taken at home with the headteacher's permission.	Written feedback is kept to a minimum.	Sonar removes the need for data analysis by members of staff.	Perkbox including wellbeing i.e. mindfulness, exercise
Subject leadership time is arranged by the headteacher on a needs basis.	Power Maths and WhiteRose available to support maths.	End of year reports have been altered to make them easier to complete and less time consuming.	Very minimal full lesson observations.
Time given in INSET or staff meetings to write reports.	Schemes of Work in all subjects reduce the need for planning.	No data driven Performance Management targets.	Milk is available in the staffroom.
Teachers are encouraged to work the hours in school that fit with their family/personal commitments.	Specialist teaching of French, computing, PE and music reduce the requirements of planning and required teacher subject knowledge.	No formal assessment tests in foundation subjects which require marking.	Mental Health first aider for adults.

Wherever possible, time is given for staff members to attend important family events.	Strong SEND support from SENCO, SEND teacher, Reachout ASC SLA, MHST, . Support for SEND children sometimes provided without funding when necessary.		Members of staff given opportunity to develop themselves through NPQs, subject networks, CPD etc
There are minimal emails outside of 8.00 am to 5.30pm as members of staff are encouraged to schedule their emails. There is no expectation to check emails in the evenings.	Beehive reduces workload by providing quality teaching to some SEND children in KS2.-English and Maths		Staff social events
Deadlines are flexible wherever possible . The headteacher is prepared to listen and amend wherever possible.	Instructional coaching is used for support wherever possible creating a supportive culture.		Headteacher, Deputy headteacher and SENCO have an open door policy.
School planner available in the HT office and the academic calendar available to all members of staff show upcoming events and deadlines. The planner is used to reduce times of very high pressure.	Subject leaders are available for support when needed. Time can be given for this if necessary.		Reduced display boards. Use of hessian to reduce the need to change backing paper.
SLT acknowledges that certain pieces of work are better completed at home and this can be arranged.			
Blocking art and DT gives a more manageable timetable.			