

Together we are stronger as we worship, learn and live together as a community in Christ.



## **Things we will do to promote staff wellbeing in 2023-2024**

### **Teaching and Learning**

- We don't "grade" individual lessons
- We trust teachers to decide the best approaches for their class.
- Where schemes of work are provided, staff may innovate and adapt these as they see fit in order to maintain quality
- High quality ICT for staff
- Educational visits and resources to be arranged by Iestyn, Mandy and Karen.
- Clubs, in the main, run by external providers
- CPD through National College – annual school subscription. 1 training course to be completed each month.

### **Behaviour**

- SLT are visible throughout the day
- A climate of positive praise
- Attendance is valued
- Peer on peer praise is used by all staff
- Wherever possible, we support each other to allow staff to go to their own children's nativities, school performances, etc
- We actively look for opportunities for home working e.g. PPA at home
- The door is always open to the SLT – your problem is our problem.

### **Assessment**

- We don't produce lengthy written reports for parents
- We keep formative assessment simple and use summative judgements each term
- Marking should, in the main, take place throughout the lesson. Additional marking should be made purposeful, precise and not overburdening.

### **Professional Development**

- Staff meetings are strictly 90 minutes once a fortnight
- We advocate a classroom up model – SLT can learn just as much from an NQT and vice versa.
- Only SLT will lead Celebration Worship on a Friday but everyone is welcome to if they want.
- The diary for the following week will always be in the Staffroom TEAM by 3.15pm every Friday.
- Staff are given time to put things into action.

### **Welfare**

- We never expect an email response after 5pm or at the weekend
- Regular social events
- We encourage staff to access support and counselling services if required
- We expect everyone to have left the building by 4.30pm on a Friday
- We are one school and one team and do things together!