



Saint John Wall Catholic School

WORKLOAD AND WELLBEING CHARTER



OUR COMMITMENT

- Our mission is rooted in Catholic social teaching and the dignity of the whole person.
- We are committed to manageable, sustainable workload and professional fulfilment.
- We are a Catholic School for All and include all staff in the life and worship of the school.



CULTURE & PROFESSIONAL RESPECT

- A Dignity at Work Policy ensures zero tolerance of bullying or discrimination.
- Automatic pay progression for teachers as per national pay scales.
- Roles, responsibilities and salaries are standardised to ensure parity and fairness.
- Leaders are visible, supportive and accessible throughout the school day.
- We are signed up to the Education Staff Wellbeing Charter.
- A staff workload and wellbeing forum is open to all colleagues.



COMMUNICATION & ORGANISATION

- Weekly and daily bulletins reduce email volume and provide advance notice of changes.
- There is no expectation to respond to emails outside normal working hours.
- Directed time follows national STPCD guidance within the 1,265-hour framework.
- Parents' afternoons reduce evening commitments.



TEACHING, ASSESSMENT & PROFESSIONAL DEVELOPMENT

- We operate a 20-period week rather than a two-week timetable.
- Steplab instructional coaching provides personalised, evidence-informed professional development led by experienced colleagues.
- Career-stage and subject CPD is supported, including NQs and exam board training.
- A whole-school assessment calendar ensures clarity and reduces duplication.
- Teachers are not required to invigilate examinations or mock exams.
- Written comments on reports are not required.
- Homework is limited, centrally produced and carefully scheduled.
- Data collection is purposeful and proportionate, supported through SISRA analysis.



BEHAVIOUR & PASTORAL SUPPORT

- A clear whole-school behaviour system ensures consistency and reduces ambiguity.
- High expectations of conduct are reinforced through consistent routines across lessons, corridors and the wider school environment.
- A department buddy rota and on-call system provide immediate support.
- The Saint Francis Centre offers structured pastoral intervention for pupils who require additional support.
- Additional support for pupils' emotional health and wellbeing is provided through spaces such as the St Thomas Aquinas Centre and sensory corner.



HEALTH, SAFETY & WELLBEING

- Staff wellbeing is embedded within our Health and Safety Policy, including access to confidential counselling.
- INSET time supports staff and pupil wellbeing and resilience.
- Staff surveys inform leadership decision-making.
- Trained wellbeing mentors offer additional confidential support.
- Termly 'Work on Wellbeing' activities such as sports, crafts and games replace department meetings.
- Regular wellbeing treats recognise and celebrate staff contributions.



'Leaders ensure that the well-being of staff is paramount. They bear staff workload in mind when making decisions. Staff know leaders value and appreciate their efforts'. Ofsted - June 2023

