



Saint John Wall Catholic School

A Catholic School For All

Workload and Wellbeing **What do we do for our staff?**

'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

We feel it is vital that every member of staff feels valued, supported and motivated as they live out their vocation to serve and teach the children and young people at Saint John Wall Catholic School. We recognise that our staff are a valuable and precious resource and want every member of staff at Saint John Wall Catholic School to thrive knowing that they will be supported in times of difficulty.

- Our mission statement is rooted in Catholic social teaching and the mission of the Catholic Church. As a Catholic School we believe in the dignity of the whole person and the dignity of work and participation.
- We have a Dignity at Work Policy and maintain a working environment where no form of bullying, harassment or discriminatory treatment is tolerated.
- We are 'A Catholic School for All' and include all staff in collective worship and Catholic Life events.
- We have small class sizes and a 20-period week.
- We have light touch lesson observations and quality assurance.
- Our staff have protected planning, preparation and assessment time (PPA). They are not expected to cover for absent colleagues; we have employed cover supervisors.
- As a school team we use the weekly and daily bulletins and twice weekly whole staff briefings to communicate key information to staff. This reduces the number of emails staff receive as well as giving staff as much notice as possible about changes to the timetable or on line school calendar.
- We have altered the timings for parents' evenings to reduce the number of evenings staff spend in school and we have no written comments on reports.
- We have reduced the number of assessments and use monitoring marking and whole class feedback where possible.
- Our homework policy has reduced teacher workload.
- After putting pupil data into Bromcom, it is placed into SISRA for easy analysis.
- We have a whole school behaviour policy, a 'buddy rota' for each department and an 'on-call' system to support staff with expecting excellence, achievement and respect from our learners.
- Our senior and middle leaders are 'visible' throughout the day to support their team.
- We use resources from the DFE's workload reduction toolkit and the Education Staff Wellbeing Charter to make changes in school.
- We have staff and core subject work areas/ offices.
- We promote career stage and subject/ role professional development.
- We have standardised job descriptions and salaries for parity of roles/ responsibilities.
- We have consistent expectations of all regarding duties, routines and corridors.
- All new staff have an induction day and full induction programme. Early Career Teachers and trainee teachers have a bespoke package of training and support.
- Our staff have frequent wellbeing treats such as cakes, drinks, ice cream, breakfast.
- Our staff take part in 'Work on Wellbeing' activities termly, in place of a department meeting. Activities include prayer, mindfulness, craft, cooking, sport, quizzes, dance and yoga.
- Wellbeing support contacts and platforms are frequently signposted during staff briefings, are visible on the staff wellbeing board and are available in the staff shared folder online.
- We have INSET training on staff and pupil wellbeing and building resilience.
- We ask staff to complete short surveys at points throughout the year. This helps leaders to see what is working well and inform next steps/ future planning.
- We have a workload and wellbeing forum. All staff are welcome to join.
- We have signed up to the Educational Staff Wellbeing Charter and continue to work towards meeting all of the organisational commitments.
- We have trained staff wellbeing mentors who are additional people staff members can talk to regarding any worries or concerns, work related or personal.