



# Well-being and Workload Charter 21/22

The smallest of ideas can make the biggest difference

The Trust are always considering the workload and wellbeing of our staff. If you have an idea that could help more people, please share with a member of leadership.



1

## Dedicated Subject Leadership Time

Additional 'out of class' time is given, so that subject leaders can develop their curriculum, monitor their subject, conduct research and prepare staff training.



2

## PPA at home

Upon request, teachers can take their PPA at home.



3

## Planning the Curriculum

All subjects have in-depth planning documents to support teachers knowledge and significantly decrease planning time. Resource banks available too for some subjects.



4

## Emails and Communication

No expectation to answer emails outside of working hours.

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## No Meeting Week

9th—13th May 2022

A scheduled week where there are no planning, staff, leadership meetings and clubs. Leave and get home

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## Flexi-PPA Time

Extra annual flexi-PPA time for all teachers to be taken when requested (pre-booked), pending any staffing shortages.

7

## Well-being Time

For all Trust staff, regardless of your role, a paid half day to focus on yourself - shop, exercise, rest or read. Whatever you want to do.

8

## Directed time.

Finishes at 3.15 pm. Choose to go home if you wish to. There's no expectation to stay beyond this time.

9

## Free Counselling Service.

Employee Assistance Helpline—Ring 0800 3281437 for free advice and counselling on work-place issues, home/life issues and personal/family issues.

10

## Perkbox

Rewarding great work and celebrating success with discounts, benefits and the odd freebie thrown in too!

11

## Colleague box

Receive a 'little something' to thank you and as a sign of our appreciation for your hard work.

12

## Collaboration

Cross Trust year group planning, subject teams training and support. Many heads make light work as the saying goes.

Please also refer to:

- ⇒ The Trust's **Health and Wellbeing Policy** for how we support all Trust staff.
- ⇒ Please complete our annual Trust's **Health and Well-being staff survey** online. (October 2021). We listen to your feedback and views and act upon them.
- ⇒ We also have a '**Stress Management**' policy and a '**Menopause policy**'.

