



# REDBORNE UPPER SCHOOL

## STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year.



Mini-half term (long weekend) during the autumn term, calendar permitting.



Enhanced PPA time for all teaching staff, compared to other schools.



Virtual parent consultation evenings with a flexible finish (8pm latest).



Complimentary tea, coffee and milk in all staffrooms.



Complimentary Christmas lunch and summer BBQ for all staff.



Deadlines well publicised and annual calendar consultation.



Maximum of 3 data collection points per year (per year group)



Reports are produced in a timely manner so they reflect current progress with no lengthy written comments.



Staff Wellbeing Committee for both teaching and support staff.



Commitment to exemplary student behaviour and punctuality, including centralised behaviour systems.



Innovative approach to staffing and timetabling, to meet the bespoke needs of colleagues who work part-time.



Clear protocol for emails and a communication policy which protects time outside school.



Dedicated and trained Curriculum Support Assistants in all faculties who provide cover for absent colleagues.



An attractive school environment; open green spaces, commitment to reducing litter and our wonderful school farm.



Plentiful free on-site parking, including electric charging points.



Staff craft, wellbeing, and 'sport for fun' sessions. Come along, get involved, and stay fit.



Opportunities for career development are always considered. Comprehensive leadership training programme.



Regular twilight CPD sessions and a range of professional learning opportunities



Maximum of one after-school meeting a week for classroom teachers, scheduled to finish by 4.30pm.



Wellbeing services provided including professional supervision and a culture of wellbeing support for all colleagues.



Staff Wellbeing and Workload Coordinator guides and develops policies.



Staff professional and personal achievements celebrated.



SLT Open Door Policy, including urgent communication outside school hours when required.



Developmental approach to lesson observations and professional performance reviews.



A mentor for all new teaching staff and dedicated meeting time.



Buffet provided for all staff before open and 6th form evenings.