



REDBORNE UPPER SCHOOL STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year, plus a mentor for all new teaching staff and dedicated meeting time.



Enhanced PPA time for all teaching staff and a generous timetable allowance for form tutors to effectively carry out their pastoral role.



Complimentary tea, coffee and milk in all staffrooms.



Well published deadlines and annual calendar consultation.



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



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



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



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



Staff social sessions in the calendar each term plus regular sporting sessions on site. On site fitness suite with free use for all staff.



Regular twilight CPD sessions and a range of professional learning opportunities



Staff Wellbeing and Workload Coordinator guides and develops policies.



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



Developmental approach to lesson observations and professional performance reviews.



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



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



Complimentary Christmas lunch and summer BBQ for all staff.



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



Staff Wellbeing Committee for both teaching and support staff.



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



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



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



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



After school meetings that average a maximum of one per 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 professional and personal achievements celebrated.



Buffet provided for all staff before open evenings.