



# LANGLEY SCHOOL

## STAFF WELL-BEING CHARTER

**CAREFUL MEETING SCHEDULING TO ENSURE THAT THERE IS NO MORE THAN ONE MEETING PLANNED PER WEEK**

**A COMMUNICATIONS STRATEGY TO ENSURE THAT EMAILS ARE LIMITED AND NOT SENT OUTSIDE OF 'WORKING HOURS'**

**CLEAR AND REGULAR COMMUNICATIONS INCLUDING SLT BRIEFINGS**

**REGULAR WELL-BEING SURVEYS AND CHECK-INS**

**WELL-BEING STAFF FORUMS**

**TREATS AND TOKENS AS SMALL EXPRESSIONS OF GRATITUDE**

**MINIMAL DATA COLLECTION POINTS AND NO NEED FOR MEANINGLESS DATA COLLECTION**

**BI-WEEKLY MEETINGS FOR TU REPS WITH HEADTEACHER TO VOICE THE OPINIONS OF STAFF**

**MINIMAL AND STRATEGICALLY PLANNED PARENTS' EVENINGS AND REPORTING WINDOWS**

**NO JUDGEMENTS FOR LESSON OBSERVATIONS**

**ACCESS TO REGULAR AND PERSONALISED CAREER PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

**ACCESS TO BIRMINGHAM HOSPITAL SATURDAY FUND SCHEME**

**AN ANNUAL FLU VACCINATION FOR ALL STAFF AVAILABLE UPON REQUEST EACH WINTER**

**GENEROUS PPA ALLOWANCE (LOWER THAN NATIONAL GUIDELINES) AND NO MAINSTREAM COVER**

**DEADLINES WELL PUBLICISED AND ANNUAL CALENDAR CONSULTATION**

**TERMLY STAFF SOCIAL**

**A FLEXIBLE AND GENEROUS APPROACH TO FAMILY APPOINTMENTS, CHILDREN'S EVENTS, NATIVITIES, SPORTS DAYS ETC.**

**SLT OPEN DOOR POLICY AT ALL TIMES INCLUDING URGENT EMAIL FOR NON-SCHOOL DAYS**

**FREE STAFF ACCESS TO SAS (SCHOOLS ADVISORY SERVICE) WHICH INCLUDES NURSE SUPPORT, COUNSELLING, PHYSIOTHERAPY AND RANGE OF OTHER WELL-BEING SERVICES**

**DIRECTED TIME ALLOCATION BELOW 1265 HOURS**

**OPENNESS TO FLEXIBLE WORKING REQUESTS AT ALL LEVELS, INCLUDING LEADERSHIP ROLES**