



*'Working together to succeed'*

## Wellbeing, Workload and Professional Development Charter

We value all our staff at Oakridge, which is why we have put on paper what we will offer staff:

### Wellbeing

- All new staff are assigned a mentor to support you in your first term.
- Three hours PPA for Full-time teachers
- Most of PPA can be taken at home.
- Additional time out of class for subject leadership
- 24 access to an Employee Assistance Company.
- A staff wellbeing team, including a staff counsellor.
- A trained Senior Mental Health Leader to support staff wellbeing.
- No data targets for teachers to reach in Appraisals – purely focused on teacher development.
- Furnished staff room, less than 3 years old.
- A thorough on-boarding and induction process.
- No cost for tea or coffee
- Effective communication through a staff bulletin/briefing.

### Workload

- No marking expected in any subject
- No setting of homework
- Extra PPA time is given to teachers each term to prepare for the following term.
- Ring-fenced PPA time with partner teacher, sharing planning.
- Streamlined annual reports to parents, saving teacher time.
- Streamlined Assessment Systems, saving teacher time.
- No lesson observations (except for statutory ECT observations)



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## **Professional Development**

- Teacher Development is based on research and practise. We love Doug Lemov's Teach like a Champion and Rosenshine's Principles.
- No staff meeting with messages! Instead we have replaced them with Teaching and Learning sessions which are a group of professionals developing together to enhance the life chances of our children.
- Each teacher works alongside an instructional coach fortnightly to develop teaching practice.
- Extra time out of class time weekly for ECTs and new teachers with the Deputy Head to develop teaching strategies (Direct Practice).
- No staff meetings – Instead weekly 'Teaching and Learning' sessions focused on CPD.
- Regular short and low-level learning walks, rather than observations, with informal feedback, always containing a positive.

## **What our staff say: (Wellbeing Survey Autumn 2023)**

*'Everyone smiles and recognises each other's efforts, no matter how small'*

*'Staff have welcomed me into Oakridge and have shown their appreciation of what I'm trying to embed with regards to my role here'*

94% of staff feel they are well supported by the Leadership Team, with one stating *'I have found the support amazing, especially when an issue is raised. Everything is dealt with effectively'*

*Supportive, friendly and open-minded were the three most popular words to describe the working culture at Oakridge.*

*'Friendly team, approachability leadership'*

*'Feeling valued, a friendly environment to work in, cultural diversity, supportive SLT'*