**Staff Wellbeing and Work-Life Balance At St Greg’s**

**At St Gregory CEVC Primary School, we commit to the following:**

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| **Time Commitments** | **Planning, Marking and Feedback** | **Assessment** | **Other** |
| \* One staff meeting per week ( unless paying time back ) with the exception of SLT\* PPA protected and granted at home when necessary\* Subject Champion Time provided in staff meetings and cover given for observations\* PD time for report writing, data entry and Parents’ Evening prep\* SLT release time to support staff\* Release provided for important family events e.g. nativities, sports days\* No expectation for staff to run extra-curricular activities\* At least one week’s notice given of any new dates or events\* Teachers receive break before/after break duty\* Information given in triplicate\* No “ no leaving site until XX:XX .m. “ policy \* Guidance around emails | \* No expectation that every piece of work is marked\* Feedback policy provides range of options including verbal and is reviewed annually\* No planning scrutinies or expectations for medium and short term plans\* Schemes available to support maths | \* Simple data system\* All analysis and tables generated for staff\* End of year reports short and structured for ease of completion\* No data-driven PM targets | \* We are a listening school with approachable leadership\* Minimal lesson dips\* A commitment to no Mocksteds or any external “bought-in“ inspections\* All classes have additional adults in the morning and access to support in the afternoon\* Provision of Staff Wellbeing Support and schemes such as health checks\* Named governor linked to staff wellbeing and work-life balance\* Tea and coffee paid for and regular treats in staff room\* Staff social events e.g. theatre trips, shared lunches\* Annual Governor Worklife Balance survey conducted and fed back to SLT\* Publication of worklife balance policy / handbook to be reviewed at least annually |