**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 |