



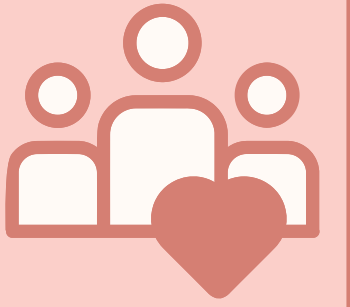
St John Bosco College

Our Commitment to Staff Wellbeing

At SJBC, we're building a school that values its staff just as much as its students.

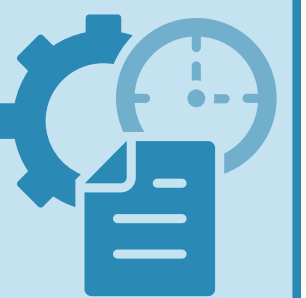
OUR CULTURE AND ETHOS

- ✓ A proud, diverse and inclusive Catholic school making a real difference to the lives of our students
- ✓ A strong **RUAH ethos** (Respect, Understanding, Affection and Humour) – our culture is rooted in family, belonging and mutual respect
- ✓ Part of a **worldwide Salesian network of schools** – sharing values, mission and support
- ✓ A clear **behaviour policy** built on our values and consistently upheld
- ✓ **Staff voice matters** – we actively consult on wellbeing, workload, curriculum, systems and student experience
- ✓ Staff are **celebrated on merit** – regular recognition of the difference they make
- ✓ **All SLT teach** – modelling shared responsibility and understanding



WORKLOAD AND SYSTEMS THAT RESPECT STAFF TIME

- ✓ We promote **working smarter, not harder** – focusing on purposeful systems
- ✓ A **streamlined marking policy** – teachers do not mark every book; we prioritise impact over quantity
- ✓ **Weekly department meetings built into the timetable** – no late evenings
- ✓ **PPA allowance of 17% including CPD and Departmental time in school hours, enabling teachers to plan high-quality lessons**
- ✓ **Only 2 break duties and 1 lunch duty per week** – fair, balanced and manageable
- ✓ **Centralised detention system** for homework and lateness – led by the pastoral team, not individual teachers



PROFESSIONAL DEVELOPMENT THAT MAKES A DIFFERENCE

- ✓ A **bespoke coaching programme** for every staff member
- ✓ CPD rooted in the SSAT **Embedding Formative Assessment** model – focused, practical and high-impact
- ✓ Weekly **CPD time built into the school day** – no need for regular after-school sessions
- ✓ Just **8 twilight CPD sessions** scheduled across the whole year
- ✓ **Accredited at Bronze by the TDT's Building Expert Schools programme** - independently verified for excellence in professional learning.
- ✓ **Governors can financially support post-graduate studies** (up to 25%) for courses directly related to improving student outcomes or experience



FLEXIBILITY AND WELLBEING

- ✓ **Flexible PPA arrangements** – staff can request a **late start or early finish** once a week to work from home
- ✓ Access to a **free, confidential Employee Assistance Programme** – 24/7 professional counselling and advice
- ✓ **On-site gym – free for staff use**
- ✓ A programme of **staff social activities** promoting wellbeing and a real sense of community led by an experienced **staff wellbeing coordinator**
- ✓ Trained **Mental Health practitioners** and **MH first aiders** available to support staff wellbeing
- ✓ **Chaplaincy team** that supports staff and students and dedicated spaces for **quiet prayer** and/or **reflection** for those that want it



Come and belong.

Be part of a team where your time, talent and wellbeing truly matter.