



'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.
- 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

Workload

- No marking expected in English (and hoping to expand to other subjects)
- 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.
- 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'