

## Staff Well Being

In addition to the benefits of working in a school that is genuinely child centred and whose staff culture is based on openness, support, collegiality and shared ownership...

- Clear directed time arrangements, 16 hours under the 1265 hours inc 'trapped time'
- Flexible Working Policy allows for dependents, sports days, assemblies
- Teacher's pension contributions and Non-Teacher's local government scheme (including life assurance)
- Free gym use in school or reduced subscription at North Lincs leisure facilities including the Pods (gym, swimming pool, classes) and Cycle to Work Scheme
- Regular TES Pulse Survey with action based on the feedback & TES magazine
- Appraisal is success criteria based, not number based
- QA is developmental with quality CPD opportunities, Fred Gough Drop-Ins, Rosenshine Coaching Pairs, Teaching WalkThrus and 'Aspiring to be' courses
- Free North Lincs Counselling for all members of staff
- Full time reprographics person to complete printing requests
- AI working group seeking to further reduce workload (planning, preparing, assessing)
- A large group of valued LSAs that are empowered to support learning in and out of the classroom
- Only SLT on call every lesson, every day
- The vast majority of teachers have their own classroom
- Each teacher is provided with a laptop
- Admin support for each department
- Shorter reports three times a year, no tutor comments
- Active staff well-being group with calendared meetings

**We have also bought into a Staff Well Being Premium service with the School Advisory Service (SAS).**

In addition to other events and resources they offer...

1. **Counselling** - qualified registered counsellors provide confidential, individual therapy sessions, delivered safely and appropriately whether absent through illness or in school. Sessions can be online or face to face in the morning, afternoon or evening and at weekends too
2. **Integrated GP Service** - the service is staffed by a full team of clinicians, including: SAS nurses, GPs, physios and counsellors. Prescriptions can be issued to a local pharmacy (self-funded) and if required GP referral same day or within 3 days 8am-8pm.
3. **Mindfulness** - One to one therapy, guided relaxation sessions, relaxation podcasts, live sessions with June, 4 week online course to help build resilience and manage stress and anxiety
4. **Nurse support** - on hand to speak with and signpost to relevant well being services. Some of the topics they help with include Cancer and Chronic illness, Menopause, Mental Health and Bereavement
5. **Physiotherapy** - treatment online and in person, if in person nearest to your house (or 3 miles away). Usually a programme of 5 sessions
6. **Happier, Healthier You** - mental and physical support, online courses and programmes, ask the experts questions, latest info, webinars and events, interact with like minded community

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