



Crook Primary Staff WellBeing Charter

At Crook Primary, we strive to provide a workplace where staff can “believe and achieve”

We do this by:-

Mental Health WellBeing and Support

- Providing health and wellbeing support through the Specialist Schools Advisory Service
- Signposting to LA Counselling Services through Occupational Health
- Consulting staff on their well being termly and taking appropriate action where possible.
- Ensuring that we are up to date with policy and practice through Durham LA HR Department.
- Pastoral support is given to staff by Phase Leaders and the Senior Leadership team.
- Dedicated weekly scheduled drop in sessions to the Senior Leadership on a voluntary basis to discuss mental well being.
- Information on mental health and well being shared on a weekly basis through a Monday Mindfulness and Weekly Well Being email.
- Team Building events scheduled in staff meeting/ training days to promote a strong cohesive team
- Staffroom updated in consultation with staff to provide a place of solace and comfort for staff including an outdoor area in summer
- Requests and suggestions by staff are always considered and reasons given as to decisions made.

Workload

- Reducing the workload of staff so that only senior and middle leaders are responsible for the strategic overview of the curriculum and class teachers do not have a curriculum responsibility except where they wish for their own professional development.
- Treating staff as professionals and trusting staff to be responsible for their own working hours.
- Streamlining the number of staff meetings per term so that there is additional time for planning and preparation.
- Offering flexibility for meeting times wherever possible and keeping meetings only where necessary.
- Professional Development days are mostly taken as twilights so that there are some additional flexible days per year.
- Termly Calendar at the beginning of the term so that staff can have an oversight of deadlines and plan accordingly
- Staff plan in year group teams reducing the burden of planning a full curriculum for their class.
- Flexibility to take PPA from home alternate weeks
- Excellent IT support provided by the IT Manager both in school and remotely so very little frustration for staff through IT difficulties.
- Expectations clearly laid out as far as display, website changes etc.
- Regular strategic scrutiny of administrative tasks to ensure that tasks are meaningful and fit for purpose
- Report writing day given each year to complete end of year reports from PD days.
- Support staff only to attend staff meetings on a needs basis.
- SEN support plan drop in each term to support staff with the completion of plans with the SENDco
- A cycle of “in class “support and coaching across the year provided by leaders.