



SPRINGFIELD PRIMARY SCHOOL



STAFF WELLBEING CHARTER

At Springfield Primary School we take staff wellbeing very seriously. This charter details the measures we have in place to assist our staff in carrying out their professional duties.

Our staff are supporting and caring of each other and work hard at all levels.

Lifestyle		
Highly trained Mental Health First Aider on site	Generous approach to appointments and family events	Agreed time off for own children's sports days and performances
Cake, laughter and friendship in the staffroom	Complimentary tea and coffee	Free childcare and some after school clubs
Employee assistance programme with counselling service available	A buddy for new staff who join in their first year	Complimentary Christmas and Eid dinner for all staff
Time		
Dedicated and protected PPA time	PPA may generally be taken off site	Dedicated leadership time for all leadership roles
Live Marking Policy	Directed time allocated to complete data drops	Wellbeing day off each year awarded to all staff
Maximum three core subject data drops a year	Online calendar for all staff to access	Release time given for report writing etc
Training		
Opportunities and encouragement for development at all levels	Access to National College training opportunities	Dedicated training sessions for staff as requested
A measured approach to supportive lesson visits or drop ins	Opportunities for career development actively encouraged and supported	Comprehensive induction programme for all new staff
Leadership		
Weekly briefing and minutes shared with all staff	Deadlines carefully considered and well published	SLT open door policy including urgent out of hours
A firm commitment to the current DfE Wellbeing Charter	A team ethos; collaborative approaches sought throughout	Clear lines of communication