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Staff well-being is a priority at our school – this is our commitment and offer.

	Complementary tea, coffee, milk and of course biscuits		Flexible release time for subject leadership
	Access to support through Optima Health		Subject governors to support subject monitoring
	Staff social events planned together		Annual CPD on well-being
	Approachable Headteacher as Mental Health lead and a second staff member as Deputy, in addition; a Well-Being governor		Observations will depend on individual circumstances of the teacher or assistant and focused on supporting to aid development
	Flexible approach to attend significant family events where possible		Time for report writing within the working day
	Routine communication to occur within the school day to protect home life		An environment which supports calm and wellbeing
	Complimentary Christmas dinner for all staff		Reflective teaching practices focused on research
	Planned calendar of events to ensure balanced working conditions		Opportunities for self- selected CPD and career development for all staff
	Well-being release within term time of up to one day per year		Policies for feedback developed as a staff to reduce workload

A workplace where we say...

