

KA KING ALFRED'S OPPORTUNITY FOR ALL

Staff Wellbeing Charter

Staff wellbeing is a top priority for King Alfred's Academy. The charter below takes into account all of the measures we are aiming to deliver as an employer of choice to enable staff to maximise their professional potential and create a happy working environment.



TEAM ethos – collaborative approaches sought throughout the academy across teaching and support staff



Positive recognition of staff achievements i.e. Praise Postcards



Access for all staff to a highly trained and skilled school counsellor, 1:1, in school / out of school



Clear communication - deadlines carefully considered with well-publicised school diary



Dedicated PPA time



Dedicated staff CPD sessions, once per term



Simplified and reduced electronic T&L and Behaviour Blueprints



Complimentary tea, coffee, sugar and milk in staffrooms. Alongside free barista coffee each week. Wellbeing Wednesdays with fruit in Staff rooms and "Too Good to Go" scheme



Peer support groups dedicated to maintaining a healthy work/life balance



No new substantial additional initiatives outside the Academy Improvement Plan – keeping the main thing "the main thing"



Social events for all staff



Treated on your birthday



A dedicated staff wellbeing team and school Mental Health and Wellbeing Lead, which includes: staff voice & targeted CPD



A firm commitment to the current DFE Staff Well-being Charter



Employee assistance programme (EAP) which includes but is not exclusive to: free counselling service for staff and their families and financial support



Time afforded at INSET for appraisal, mock marking etc.



Opportunities for career development actively encouraged and supported in school, across the Cambrian Trust and at a national level



No pupil or class data collected for data's sake – 3 data drops per year



Use of School Cloud software for Parent's Evenings



Work life balance: Reduction in staff meetings/ briefings. Reduction in marking and feedback policy



Open door policy. Supportive approach to lesson visits and drop-ins



Members of the National College. Flexible and unlimited access to expert knowledge and skills across all categories including leadership, mental health & wellbeing, safeguarding, SEND and T&L



Reasonable and measured approach to 'Leave of Absence' requests



Appraisal/ annual review process to support professional development