

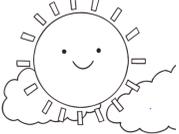


Eastwood Community School

Staff Wellbeing Charter



Building Brighter Futures Together

 <p>Team ethos - collaborative approaches sought throughout.</p>	 <p>Positive, respectful & caring climate to work in.</p>	 <p>Opportunities for career development actively encouraged.</p>	<p>Flexible & generous approach to appointments and family events.</p> 
 <p>No data collected for collecting's sake. Max 3 data drops per year.</p>	 <p>Free childcare before / after school for staff member's children and reduced cost EYFS places.</p>	 <p>All policies reviewed with workload in mind.</p>	<p>Leadership Team open door policy.</p> 
 <p>Dedicated & greater than average PPA & non-contact time for all staff with Teaching & Learning responsibilities.</p>	 <p>Free counselling and wellbeing support available for all.</p>	 <p>Regular staff social events.</p>	<p>Clear communication – deadlines carefully considered and publicised.</p> 
<p>Staff workload and wellbeing a feature of School Development Plan.</p> 	<p>Measured, approach to supportive lesson observations and drop-ins.</p> 	<p>Thorough induction policy including mentor allocation for new colleagues.</p> 	<p>Trust-wide Wellbeing approach including in-house Wellbeing Ambassadors.</p> 
<p>Staff voice a strong feature; regular, constructive feedback sought from all stakeholders.</p> 	<p>Dedicated Staff Resource Room for PPA time and Staff Social Room .</p> 	<p>Free onsite parking.</p> 	<p>Pastoral support for colleagues through collaborative working, a caring team ethos and on-site Mental Health First Aid support.</p> 