



Castle View Enterprise Academy

Health & Wellbeing Policy

2020 - 2021

Author's Name	Mr L Tumelty
Date	December 2020
Review Date	December 2021

Date Ratified by Governing Body	26 March 2021
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SIGNATURES:

CEO Head of School	Mrs J Bridges Mrs J Owens
Chair of Governors	Mrs H Mottram

HEALTH AND WELLBEING POLICY 2020

Castle View Enterprise Academy recognises that the staff are its most important resource and are to be valued, supported and encouraged to develop personally and professionally within a learning and caring community.

There is a relationship between healthier more positive staff, pupil achievement and school improvement.

There are employer duties to staff that require sensitive staff policies and practice.

Upon employment each staff member will be given access to the Staff Handbook, Code of Conduct Policy and other staff policies which are held on the staff shared drive.

The purpose of this policy is to provide a document that embraces the many school practices that support staff health and wellbeing, to minimise the harm from stress and ensure that there is cohesion and progress in working towards the health and wellbeing of all staff.

The school will implement the Staff Well-Being Policy in the following ways.

- Leaders will act as positive role models for promoting staff health and wellbeing.
- A named Wellbeing Co-ordinator will ensure that the school environment continues to promote staff wellbeing, and alert the Principal or Mr Lee Tumelty (JAVP) if this becomes compromised.

All staff involved and consulted in the decision making processes.

Teaching and learning, planning and curriculum.

- Teaching and learning policy is co-designed with a range subject specialists because they know what works best for different subjects.
- No requirement to write formal lesson plans.
- Although schemes of work and resources are provided, they are not prescriptive
- 26/29 periods of teaching per week maximum.
- No pressure to 'put on a show' in lessons: a culture of typicality is reinforced by no lesson gradings (outstanding, good, etc.).

Behaviour

- Everyone has the highest expectations of behaviour, with all staff (not just teaching staff) reinforcing those expectations.
- Senior Leadership are visible and all staff greet classes at the door.
- All staff promote good behaviour through active duties.
- Senior Leadership lead lunch duty.
- Internal Cover arrangements ensures pupils always see a familiar face with Castle View Enterprise Academy expectations - external cover is rarely required to ensure high standards of behaviour.

Assessment and reporting to parents

- Marking is for one audience and one audience only: pupils. Never tick and flick or do anything else for observers/parents/carers. Therefore we have updated our marking and homework policy.
- No subject specific detailed written reports to parents/carers.
- Minimal data entries – Three times per year on whole school systems.

Professional and Personal Development

- CPD tailored specifically to staff needs, based on their feedback.
- CPD is delivered with advance notice.
- Non-hierarchical approach to professional development - there are things a senior leader can learn from an NQT and vice versa.
- In-house experts on all aspects of educational practice, including many Specialist Leaders of Education.
- Targeted support plans for staff who are struggling.
- Subject meetings are kept succinct.
- We develop leadership positions at all levels, with middle leaders shadowing senior leaders, post holders shadowing their middle leaders and so on.
- Comprehensive support for NQTs, with dedicated mentors and regular meetings
- Performance Management begins with assumption that everyone will pass unless they have not done all they can to improve pupil outcomes.
- Return to work interviews with the Principal – any stress related issues highlighted. These are immediately picked up and appropriate support put into place such as occupational health. We offer staff mediation for any feelings or disputes staff have with others and a free professional confidential counselling service for work or personal issues.
- Regular meetings with teacher unions and JCC to check wellbeing of staff each term.
- Amendments / adjustments of school duties to incorporate individual requirements e.g. ensuring pregnant staff are safe.
- Department reviews – as supportive as possible with DOS involvement. Strengths are identified as well as areas for development.
- All staff are provided with a 'Simply Health' insurance policy which contributes to everyday health care costs of staff e.g. dental, optical etc.
- Access to the use of the swimming pool when supervised by life guards.
- Free gym membership on offer at the Sports Centre.

We work hard, play hard

- Work in a way that suits you and make sure you make time for yourself and your family.
- We are constantly streamlining all systems and processes so they take less time.
- We regularly survey staff to get their honest opinions about how to improve.
- A culture of peer-to-peer praise.
- Annual CPD on healthy living and managing stress with the clear message that keeping things to yourself is not a sign of strength.
- Open-door Senior Leadership – no concern is ever too small.
- Regular staff social events out-of-school.
- In-school health events (free flu jabs).
- Seasonal events for the whole academy community (for example, World Book Day, Christmas jumpers, themed non-uniform days, etc).
- Countless opportunities to get involved with the wider life of the school – Duke of Edinburgh, Cadets, study visits in the UK and abroad, Sport Academy Tours, Residential visits etc
- Staff enjoy international visits. Countries visited recently include Amsterdam and Italy.
- Staff LOA is supported for ‘family’ events and other personal reasons without detriment to pay where possible.
- Training / CPD / parent’s evenings – staff provided with refreshments (and food for parents evening).
- Free tea, bagels and coffee on offer all day every day.
- Health and Wellbeing Academy Coordinators to be appointed 2020-21.