



### Staff Well-Being Vision Statement

Intent	Implementation	Impact
<p>At The Godolphin Junior Academy, we believe that all members of staff should be happy, have a manageable workload and the right support in order to excel in our school.</p> <p>Our intent is to have robust strategies and systems in place to support our staff when challenging times may occur.</p> <p>At Godolphin, we foster a culture of kindness, supportiveness, happiness, positivity and wellness, and we are all committed to this. This</p>	<p>In our aim of reducing teacher workload and positively impacting on mental health and well-being, school leaders worked with the teaching staff to devise a 'workload strategy'. This strategy was designed to keep standards high and at the same time reduce work load. Leaders decided that anything we have in place which is not making a difference can be removed and that anything we have in place that is making a positive difference needs to be manageable.</p> <p>The following strategies have been put in place to improve staff well-being in their roles, whilst still having the greatest impact on pupils' learning and progress.</p> <p>Planning:</p> <ul style="list-style-type: none"> <li>✓ Additional weekly PPA time for planning and preparation (all teachers are provided with 20% PPA each week)</li> <li>✓ Year Leaders and Subject Leaders given time to monitor and assess their area of responsibility</li> <li>✓ Support provided by SLT</li> <li>✓ No detailed lesson plans required</li> <li>✓ Extensive resources purchased to help with the planning process</li> <li>✓ Collaborative planning within teams</li> </ul> <p>Marking:</p> <ul style="list-style-type: none"> <li>✓ Revised marking policy which encourages live feedback</li> <li>✓ Personalised feedback provided to students at the teachers discretion</li> <li>✓ Pupils complete self-assessments and peer-assessments</li> <li>✓ No pressure to have 'book work' every day in Reading and other subjects</li> <li>✓ Use of digital platforms enable quick, instant and effective assessments</li> </ul> <p>Communication:</p> <ul style="list-style-type: none"> <li>✓ Minutes from weekly meetings are relayed</li> <li>✓ Shared school calendar so that the whole school has access and can plan trips etc. accordingly</li> <li>✓ School app, website and socials updated regularly with news and events</li> <li>✓ Good notice given for any type of monitoring</li> </ul>	<p>Through our commitment to our staff well-being, we believe the impact will be:</p> <ul style="list-style-type: none"> <li>✓ Happy members of staff that enjoy working at The Godolphin Junior Academy</li> <li>✓ Time saved</li> <li>✓ Workload reduced for teachers</li> <li>✓ Onerous tasks or tasks that produce little impact eradicated</li> <li>✓ Engaging, lively and effective lessons</li> <li>✓ Happy pupils that enjoy coming to school</li> <li>✓ Staff retention remains strong,</li> </ul>

<p>ensures all members of staff are happy and well which leads them to provide the best possible learning experiences for our pupils.</p>	<ul style="list-style-type: none"> <li>✓ Well-being updates, support, guidance and resources are emailed and displayed in the staff room</li> <li>✓ Emails are sent during the school days, and not evenings and weekends</li> <li>✓ Open-door policy in place</li> </ul> <p>Photocopying:</p> <ul style="list-style-type: none"> <li>✓ We have a reprographics assistant in order to reduce workload and time spent on administrative roles</li> </ul> <p>Meetings:</p> <ul style="list-style-type: none"> <li>✓ Meetings are kept to a minimum, with CPD sessions taking place weekly during the first half term of a full term</li> <li>✓ Well-being is an agenda item in every meeting</li> </ul> <p>New staff:</p> <ul style="list-style-type: none"> <li>✓ Comprehensive training packages and inductions delivered to all new members of staff</li> <li>✓ New staff members provided with a mentor to offer support, as and when required</li> <li>✓ ECTs are well supported and provided with an extensive training package</li> </ul> <p>Social:</p> <ul style="list-style-type: none"> <li>✓ Termly staff events</li> <li>✓ Weekly staff shout out Jamboard to share and celebrate all the positive work members of staff do</li> <li>✓ Half termly well-being activities to complete with pupils</li> </ul> <p>Additional:</p> <ul style="list-style-type: none"> <li>✓ Supportive well-being team on-site with a trained Adult Mental Health First Aider for all staff to approach and confide in, as and when required</li> <li>✓ Trained Senior Mental Health Lead on-site</li> <li>✓ Training provided for Mental Health First Aiders</li> <li>✓ Well-being Risk Assessment in place</li> <li>✓ Well-being 'Goodie pot'</li> <li>✓ Signed up to the Education Staff Well-being Charter</li> <li>✓ The Park Federation Hall of Fame</li> </ul>	<p>providing consistent high-quality education for pupils</p>
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