



## How We Promote Staff Wellbeing at Thurlstone Primary School

- ❁ Warmth, respect, fairness, empathy and compassion underpins all relationships in school – pupil/pupil, pupil/adult and adult/adult.
- ❁ The headteacher is Senior Mental Health Leader trained and champions positive mental health and wellbeing at all times.
- ❁ The headteachers and Deputy heads office door is always open and support is available in unlimited supply.
- ❁ Report writing day out of class is standard each year.
- ❁ New initiatives are usually a result of a staff consultation – we work together to develop the school.
- ❁ We never expect an email response after 5pm or at the weekend.
- ❁ DOJO should be set so that notifications are not received from 5pm to 8am weekdays, and not at all during the weekends.
- ❁ There are regular social events where everyone is included.
- ❁ We encourage staff to access counselling services if required.
- ❁ All staff are made aware of the LA's Employee Assistance Programme.
- ❁ The Wellbeing Group meets regularly to address and develop this document.
- ❁ Wherever possible we support each other to allow staff to go to their child's nativities, school performances etc.
- ❁ We don't grade lessons.
- ❁ We trust teachers to decide the best approaches for their class.
- ❁ We encourage creativity.
- ❁ No written planning is required.
- ❁ Where schemes are used staff may innovate and adapt these as they see fit in order to maintain quality. (whilst maintaining consistency)
- ❁ You will be provided with a decent laptop.
- ❁ Educational visits are arranged by the office so teachers can get on with teaching.
- ❁ The headteacher is visible throughout the day
- ❁ There is a climate of positive praise and a restorative approach to behaviour management.
- ❁ We don't produce lengthy written reports for parents.
- ❁ We keep progress checking exercises simple and then use summative assessments to inform teacher judgments at the end of the year.
- ❁ We keep marking as simple as possible.
- ❁ Staff meetings are kept strictly to 60 minutes weekly.
- ❁ Staff are given time to put new things into action.
- ❁ High quality training will be provided whenever necessary.