 Kingsley St John’s C of E Primary School

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| **Universal** | **Targeted Approaches** | **Individual** |
| * Planning for ‘pinch points’ * Comfortable communal space * Flexible ways to work where possible * Valuing others’ viewpoints * Making meetings minimal and meaningful * Consistent approach to communication to keep everyone informed e.g. updates via staff meeting, newsletters * Marking and assessments policies designed to be non-onerous and effective * Meetings are cancelled in weeks where heavy workload e.g. Parents’ Evenings, Report Writing * Approachable, fair leadership and opportunities for staff to feedback and consult on changes in school. * Staff CPD encouraged and supported where finances allow e.g. HLTA training, individual development such as mentoring programmes. * ECTs assigned mentors to support development. * Strong in-team working practices to share ideas, best practice and moderate. * Clarity over expectations with clear policies and procedures * The school adopts a trauma-informed approach and aligns with Local Authority Our Way of Working practice. * Staff room and quiet working spaces available in the school for break periods and working effectively in school. | * Access to members of staff trained as Senior Mental Health Leads. * A balanced approach to leave (in line with policy) to include compassionate leave, dependents leave, time for medical appointments, potential TOIL. * Maternity and Paternity Leave available, including appointments. * Occupational Health referrals made where needed. * Counselling and mental health support services signposted. * Time given where medical appointments must take place during the school day. * Staff are encouraged to attend ‘life events’ where feasible e.g. their own children’s plays/sports events, other important events in their own lives. | * Access to CPD for all staff to ensure staff feel well equipped to perform their roles. * Staff Christmas lunch. * Termly staff breakfasts. * Some INSET dedicated team-building. * Staff socials an important feature for wellbeing. |