 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.
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