



Southfields Wellbeing Charter

At Southfields, we understand that having a well-supported, happy staff is key to ensuring that our whole school community is successful. We know that the profession faces huge challenges and we are committed to supporting all colleagues in often very difficult circumstances. Providing time, space and the appropriate resources are essential for our team's success, along with a clear commitment to all.

Our commitment to staff:

- A staff Wellbeing Day – allocated to all staff.
- Paid release time, wherever possible, for important life events linked to close family members e.g. weddings / your child's school performance.
- Complimentary hot and cold drinks, milk and sugar in the staff room.
- Free access to personal hygiene products.
- Bespoke, tailored professional development and time to complete this.
- School-created and curated planning (long-term and medium-term) in place that reduces workload.
- Shared PPA time for teachers to reduce individual workload.
- The option to take PPA at home.
- ½ termly staff breakfasts.
- Access to the 'Coffee Van' weekly.
- Overtime pay / day in lieu for running clubs.
- Dedicated reports writing time and a streamlined reports process.
- Dedicated leadership time for subject leaders of approximately 15 hours per year.
- Dedicated weekly leadership time for senior leaders of at least 1x full day in addition to PPA.
- Additional release time provided for specific projects on a request basis.
- Access to tailored support (for example counselling) through the occupational health service and / or bespoke services.

Without question, we promise to:

- Be an approachable, transparent and empathetic leadership team.
- Have an open door policy.
- Maintain a strong commitment to wellbeing and to always be open to ideas and suggestions to ensure that the wellbeing of all staff is supported further.