



The Hollyfast Staff Promise: Our Wellbeing Charter

At Hollyfast Primary School, we understand that happy, healthy staff add so much value to the communities that they proudly serve. We are aware of the challenges present in the profession and see it as our duty to support our colleagues. We have an understanding that time and space are the greatest gifts that we can give our team.

Our wellbeing promises to staff are:

- A golden ticket given to all staff at the start of each year, which can be exchanged for a paid day of leave at any point throughout the year
- A day in lieu for running after-school clubs (optional)
- Paid release time, where possible, for important life events linked to close family members, such as weddings, funerals and your own children's school performances
- Complimentary tea, coffee, milk and sugar in the staffroom
- Free access for all staff to a wellbeing trolley of nibbles, treats and essentials
- Bespoke CPD with 'real' opportunities for career development actively encouraged and supported
- Shared PPA time, in teams of 3, reducing planning load by up to two thirds
- Additional release time provided to teachers on a regular basis, for teaching and leadership tasks, equating to approximate 30 hours across each year
- Half a day's paid time for writing reports
- Half a day's paid time for Christmas shopping in the Autumn term
- Active involvement within our coaching and mentoring model.

Above all, we promise to:

- Be a visible and approachable Senior Leadership team, who promote and lead with transparency and empathy
- Promote and facilitate a genuine culture of kindness, collaboration and respect
- Have an open door policy
- Maintain a strong commitment to wellbeing

AIM high, GROW within and REACH beyond the stars