



WELL BEING CHARTER

At Maiden Erlegh Trust we support staff wellbeing in two main ways:

1. A fair and reasonable workload which will be ensured by:

- High quality schemes of work in every department that are produced and shared by curriculum teams.
- Department-specific feedback protocols which state what will be marked, how feedback is provided, and how it used to ensure it has an impact on learning.
- Clear calendars, which allow all staff to plan ahead for reporting, parents evenings, open evening etc.
- Events which provide an opportunity for staff to celebrate the wider school in events such as drama productions, concerts, awards ceremonies, sports events, Science Fairs, School Proms....
- Calendared data collection points reduced to three times a year.
- Policies and processes that are reviewed regularly and refined to take into consideration the impact on workload and impact on learning and progress.
- Support staff delivering key responsibilities within contracted time.
- Senior leaders and middle leaders exercising their duty of care to employees with regard to well being.
- Support of adaptive and innovative ideas from all staff, with a clear route to share best practice through senior leadership meetings and the professional development programme.
- A commitment from all staff to support Well Being Etiquette. (Staff Handbook)

2. High quality training and professional development opportunities that meet the needs of individual members of staff by:

- Providing an annual CPD booklet, to allow all staff to plan their CPD across the academic year.
- Ensuring staff are well trained and appropriately qualified.
- Enabling staff to access Professional Learning programmes linked to different stages of career progression and interests.
- Supporting practice and pedagogical development through accessing peer coaching.
- Providing leadership development opportunities for staff at all stages in their careers.
- Affording opportunities for growth and development through internal promotions and opportunities.
- Promoting collaboration through peer and collaborative networks in and outside the Trust.
- Mentoring of ITT, OTT and NQT colleagues.
- On-going support in the early years of a teaching career.
- Support for career progression and leadership training.
- Supporting staff other than teachers, including TAs, in progressing to qualified teacher status where they choose do to so.

This charter was drawn up by by staff and for staff.

