



Staff Workload and Wellbeing at Barton Court Grammar School



What the School currently does to reduce workload:

- A behaviour policy which supports all colleagues, enabling all teachers to teach*
- A detention system run centrally for teaching staff, saving staff time and ensuring consistency*
- Departmental autonomy over marking *
- Encourage use of DIRT to reduce workload and increase impact of feedback*
- Encourage peer and self-marking to increase assessment opportunities and relieve workload*
- Prioritising key pieces of work for more detailed marking (termly summative assessments)*
- Encourage shared planning where possible*
- SharePoint and MTs to facilitate the organisation and sharing of resources to reduce time in planning*
- Reduced the number of data-drops to relieve workload*
- Removing written reports and replacing with progress-focused gap analyses*
- Reduction of METAL in Term 3 in response to suggestions from PINT group
- Introduced an 'all staff email' twice a day to reduce email traffic
- Introduced a strategic middle leader line manager template to support with planning and organisation
- 'Subject Review exam template' synched to be compatible with dashboards to remove manual input of data
- Executive Summary revised and completed in Term 1, 3 & 5 to support CLs

All aspects with an asterisk are mentioned in the DfE's "Ways to reduce workload in your schools" (2018)

What the Trust/School currently does/offer for wellbeing:

- Free counselling service provided by school for up to 6 sessions
- Staff access to Kent Rewards Scheme
- Staff access to the BlueLight Card Scheme, bYond Card Scheme and discounts
- Cycle to Work Scheme
- Free flu jabs for all staff
- Specsavers eye-test voucher scheme available on request to DSE/VDU users
- Embedding and maintaining the DfE "The Education Staff Well-Being Charter"
- Staff Wellbeing Surveys annually
- Staff Workload Surveys annually
- 3 Wellbeing events offered per year (in Terms 2, 4 and 6) after school
- Staff Workload and Wellbeing Forum Meetings 6 times per year to discuss workload and review DfE recommendations to reduce workload
- BCAT staff well-being website/platform
- Staff Reward Vouchers at Christmas and summer from BCAT
- Free Christmas lunch at end of Term 2, plus early finish
- Free staff BBQ/buffet at the end of Term 6, plus early finish
- Free staff lunch on 2 Staff Development Days per year
- Cupcakes/donuts 6 times per year
- Free tea/coffee/treats every Friday in the staff room at break time
- Refreshments provided during long evenings, such as twilight CPD, Parent Evenings, Open Evenings etc.
- Positive Fridays – sports after school in the Sports Hall
- Staff rewards, with prizes, nominated by staff 3 times per year