

# Mascalls Academy

## Staff Wellbeing Charter

We believe that promoting a culture of positive appreciation and acknowledgement of support for our staff, ensures a happy working environment and a team ethos that means Mascalls is a truly wonderful place to work.

### OUR COMMITMENTS TO SUPPORTING THE STAFF WHO WORK HERE

#### PROFESSIONAL DEVELOPMENT

- Regular supportive professional development and coaching conversations
- All teachers provided with copies of Tom Sherrington's Walk Thrus books
- Online feedback system (On Track) to collate positive comments and actions
- Measured approach to lesson observations and pop-ins
- Opportunities for career development, such as NPQML, always considered
- 'Open Chair' opportunities offered to teaching staff at SLT to address new thinking
- 2pm finish for students on Wednesdays to allow for pedagogy sessions to share good practice
- Regular Trust-wide CPD to share good practice across a range of secondary providers



#### SUPPORT

- All staff are equipped with a laptop/Chromebook and visualiser for use both on and off-site
- Dedicated teacher classroom and department space wherever possible
- Promotion of high behaviour standards and support from our dedicated behaviour managers
- A 24 hour counselling service is available through shared provision across our Trust
- Pastoral Teams offer dedicated support to staff through shared planning and resource making



#### CULTURE AND ETHOS

- SLT Open Door Policy
- Data deadlines published at the start of academic year; commitment to collecting only useful data
- A rational approach to mocks, with one full set in Year 11 and 13
- Clear communication policy that protects time outside of the school day
- Regular review of marking policies in consultation with departments
- A strong emphasis on collaboration to streamline planning
- Positive staffroom culture in which departments are encouraged to integrate and collaborate
- Staff Gym and sport sessions, such as staff football and yoga
- Regular celebration of success days that acknowledge staff contributions to school life
- Social events to mark the end of the Christmas and Summer terms



#### TIME

- Centralised detentions process that is supported by College Leaders & SLT
- Full training of the Google Suite to efficiently share and collaborate with both staff and students
- Complimentary tea and coffee facilities; service at break times to maximise rest time
- On-site parking for all staff
- Centralised reprographics facility accessible to all staff
- Online parents' evening procedures - which can be completed either on or off site
- A flexible and reasonable approach to life commitments

