

Primrose Hill Primary Pledge
Created by L. Ashton Headteacher in collaboration with S El-Ghaly Mental Health Lead

We will provide subject leader time, which can be booked to support workload

We will give staff the opportunity to complete one funded course per year, which they have identified themselves as part of their own professional development and which may not be directly linked to their current role'

We will enter support staff, with 100% attendance into a prize draw to win a morning or afternoon at home, as a thank you for all their continued hard work and commitment to the school.

We will give staff a timetable of their directed time at the start of the year, which supports planning for the year ahead.

We will support part time working where feasible for those who request it

We will provide comfortable staff-room facilities, decorated and designed to help make staff feel valued and relaxed

We will run regular fun quizzes and bingo sessions, organised by the Headteacher to boost moral

We will schedule planning time with your year group teacher to support team working and planning together, this supports well-being through sharing the workload

We will abide by a 'three day notice rule' which means that staff have time to prepare and submit things without feeling under too much pressure to complete something at short notice.

We will operate an open door policy with the Headteacher, to celebrate successes or voice concerns

We will allow subject leader time to be taken at home improving work-life balance

We will invite all staff to attend all meetings; anyone is able to attend any meeting

We will give staff the opportunity to become highly paid tutors instead of outsourcing support.

We will produce and share a bi-weekly bulletin to help keep everyone informed of what is going on in school and help strengthen the sense of team.

We will promote work-life balance with the opportunity to book off important occasions or life events

We will foster a culture which promotes fun and laughter throughout the school. Thus creating a positive atmosphere, which supports well-being.

We will give staff the opportunity to have a Christmas massage during school time, to improve well-being

We will run Well-being Wednesday to give staff the opportunity to be together and to try new things such as meditation, yoga, hair styling, fitness and pizza making

We will lend staff a laptop to support working effectively from home.

We will provide staff with the option to supplement their roles, through working in other roles, such as lunchtime and welfare assistants

We will close school at 4.30pm every Friday to ensure that everyone is able to leave at a reasonable time to help promote a healthy work-life balance.

We will conduct annual appraisals to give staff the opportunity to discuss career progression and create plans to achieve their goals