



Staff Well-Being Vision Statement		
Intent	Implementation	Impact
<p>At Lake Farm Park Academy, we believe that all members of staff should be happy, have a manageable workload and the right support in order to excel in our school.</p> <p>Our intent is to have robust strategies and systems in place to support our staff when challenging times may occur.</p> <p>At Lake Farm, we foster a culture of kindness, supportiveness, happiness, positivity and wellness, and we are all committed to this.</p>	<p>In our aim of reducing teacher workload and positively impacting on mental health and well-being, school leaders worked with the teaching staff to devise a 'workload strategy'. This strategy was designed to keep standards high and at the same time reduce work load. Leaders decided that anything we have in place which is not making a difference can be dropped and that anything we have in place that is making a positive difference needs to be manageable.</p> <p>The following strategies have been put in place to improve staff well-being in their roles, whilst still having the greatest impact on pupils' learning and progress.</p> <p>Planning:</p> <ul style="list-style-type: none"> ✓ Whole team PPA time to split planning ✓ Support provided by SLT ✓ Year Leaders and Subject Leaders given additional time to monitor and assess their area of responsibility ✓ Extensive resources purchased to help with the planning process <p>Marking:</p> <ul style="list-style-type: none"> ✓ Revised marking policy which encourages live feedback ✓ Personalised feedback only required once a week in the core subjects and once every four weeks in the foundation subjects ✓ Pupils responsible for personal and peer assessments twice a week in the core subjects and every other week in the foundation subjects <p>Photocopying:</p> <ul style="list-style-type: none"> ✓ We have a reprographics assistant in order to reduce workload and time spent on administrative roles 	<p>Through our commitment to our staff well-being, we believe the impact will be:</p> <ul style="list-style-type: none"> ✓ Happy members of staff that enjoy working at Lake Farm Park Academy ✓ Time saved ✓ Workload reduced for teachers ✓ Onerous tasks or tasks that produced little impact eradicated ✓ Engaging, lively and effective lessons ✓ Happy pupils that enjoy coming to school ✓ Staff retention is strong, providing consistent high quality education for pupils

<p>This ensures all members of staff are happy and well which leads them to provide the best possible learning experiences for our pupils.</p>	<p>Communication:</p> <ul style="list-style-type: none"> ✓ Minutes from weekly meetings are relayed ✓ Shared school calendar so that the whole school has access and can plan trips etc. accordingly ✓ School app and website updated regularly with news and events ✓ Good notice given for any type of monitoring ✓ Well-being updates, support, guidance and resources are emailed and displayed in the staff room <p>Meetings:</p> <ul style="list-style-type: none"> ✓ Meetings are kept to a minimum, with CPD sessions taking place weekly during the first half term of a full term ✓ Well-being is an agenda item in every meeting <p>New staff:</p> <ul style="list-style-type: none"> ✓ Comprehensive training packages and inductions delivered to all new members of staff ✓ New staff members provided with a mentor to offer support, as and when required ✓ ECTs are well supported and provided with an extensive training package <p>Social:</p> <ul style="list-style-type: none"> ✓ Termly staff events ✓ Weekly staff shout out in staff briefing to share and celebrate all the positive work members of staff do ✓ Half termly well-being activities to complete with pupils <p>Additional:</p> <ul style="list-style-type: none"> ✓ Supportive well-being team on-site with a trained Adult Mental Health First Aider for all staff to approach and confide in, as and when required ✓ Training provided for Mental Health First Aiders ✓ Stress Risk Assessment in place ✓ Well-being breakfast at the end of the year ✓ Dress down Fridays for all staff ✓ Food and snacks provided for events like, Parents evening, Twilight. ✓ Well-being policy in place 	
--	--	--