Warstones Primary School Wellbeing Charter

We recognise that the commitment and care shown by staff is fundamental to the success of our pupils and school. We value our team and wellbeing is a priority for us. We commit to our staff being supported, encouraged, respected and provided with an enjoyable and rewarding working environment.
Warstones is dedicated to developing, growing and retaining talented teachers and staff across the school and we invest in staff development. We wish to be viewed as a school where people want to work and choose to stay.

Complimentary tea, coffee, sugar and milk in our staffroom

Clear supported feedback following formal lesson observations and learning walks

Values led school with all staff reflecting these values in their roles
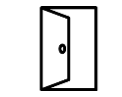
Flexible approach to family events

Where possible, staff consultation on significant school decisions.

Dedicated day for report writing

Access to free counselling service for staff, telephone or 1:1

Open door policy of all SLT

Weekly PPA time with Year group partner

A strong Communication policy to protect home life.

Dedicated leadership time for all leadership roles

Strong ethos of communication- Weekly staff briefings/meeting, and regular team meetings

Commitment to reduce workload

Laptops and iPads for all teachers and Higher Level Teaching Assistants

Free on-site parking

Access to staff well being resources

Appraisal for all staff with a focus on professional development

Commitment to limit after school meeting times. Whole key meetings within the working day

Dedicated staff room and wellbeing garden for staff to relax

Flexible working where possible including leadership roles

Return to work meetings and support after sickness

Career development opportunities

Trained Mental Health First Aiders

Whole school training events, including safeguarding, curriculum development and wellbeing. Opportunities to attend external training.

Regular staff social events

A learning environment which supports wellbeing & calm