

Tall Oaks Academy Trust
Workload & Wellbeing Charter 2024-2025

Feel safe, feel well, flourish

Directed time on a regular day for teachers

8.15am – 3.25pm

There is no expectation to stay after this time.

Wellbeing day

A paid day off (regardless of role or working hours) out of school to focus on yourself.

Flexi PPA

½ day flexi PPA per year, for teachers, to be pre-booked to catch up

Planning the Curriculum

In-depth planning documents to support teachers subject knowledge and significantly decrease planning time.

PPA at home

upon agreement with the Headteacher

Dedicated subject leader release time

Reports

½ day release time

Automatically generated reports
Reduced end of year format

Collaboration

Trust-wide support network to support planning and subject leadership

Emails & Communication

Reasonable expectations regarding answering emails and messages.

SMHL

Two Senior Mental Health Leads who can action plan and work with staff
Sarah Moss & Jo Street

Free Counselling Service

Employee Assistance Helpline – call the 24Hour helpline in 0845 862 2113 and all employees will need to quote 'MHA104305' or 'SmartClinic'. Free advice and counselling on workplace, home, life, family and personal issues.

Stress Management Support

You can access a stress risk assessment via your line manager

Free Eye Tests and other staff perks

Free eye tests for VDU users via Sally Keen

Benefit from salary sacrifice schemes for any vehicles, bikes and technology as well as other retailers

Annual Workload & Wellbeing Survey

We listen to your feedback and act upon it

No meetings weeks

Increased to 5 weeks throughout the academic year where there are no meetings or after-school clubs.
Weeks beginning: 14 October, 18 November, 10 March, 9 June & 14 July

Tall Oaks Academy Trust are always considering the workload and wellbeing of our staff. If you have an idea that could help more people, please share with a member of the leadership team.