

Tall Oaks Academy Trust

Workload & Wellbeing Charter 2025-2026

Feel safe, feel well, flourish

Teachers' directed time (on regular days)

8.15am – 3.25pm

No expectation to stay after this time.

Well-being 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

Curriculum planning

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

To fit with requirements for the school

Reports

Automatically generated reports to reduce workload

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 – 24-hour helpline 0845 8622113. All employees quote 'MHA104305' or 'SmartClinic'. Free advice and counselling on workplace, home, life, family and personal issues.

Stress Management Support

Access a stress risk assessment via your line manager

Staff perks

Free eye tests for VDU users
Salary sacrifice schemes for any vehicles, bikes and technology as well as other retailers

Workload & Wellbeing Surveys

We listen to your bi-annual feedback and act upon it

No meetings weeks

Increased to 5 weeks throughout the academic year where there are no after school meetings or after-school clubs.

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.