

Tall Oaks Academy Trust

Workload & Wellbeing Charter 2023-2024

Feel safe, feel well, flourish

Directed time 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 to be pre-booked

Planning the Curriculum

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

PPA at home

upon agreement with Head of School

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

No expectation to answer emails outside of working hours

Admin support for SEND

Support to produce SEND profiles and share these with parents
Ongoing SEND support from Trust SENDCO

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 0800 3281437 for 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

Free eye tests for VDU users via Sally Keen

Annual Workload & Wellbeing Survey

We listen to your feedback and act upon it

No meetings weeks

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

Weeks beginning:

18th December

25th March

17th June

Social Committee

Social events organised throughout the year.

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.