

Staff Workload

- 2 Deputy Head Teachers with no teaching to increase capacity
- Minimum of one morning or day working at home for Head and 2 Deputies to complete larger pieces of work
- All teachers have a minimum of 10% extra PPA to their entitlement (as well as 2:30 time addition)
- PPA in blocks of time more than 30 minutes
- ECTs have a minimum of their PPA entitlement as well as mentoring one hour per week (per fortnight for Year 2) in their working day in addition to their PPA.
- Slides for Maths have all been uploaded for each year group into a shared drive to reduce planning
- Early Reading Lead (Faye) coaching and monitoring time during every RWI slot
- English lead - 2 coaching sessions per week for those on comprehension and above
- Maths lead - coaching and monitoring 3 lessons available per week
- All subject leaders have finished slides for all subjects to run alongside progression documents to reduce planning for teachers
- Subject leaders had the time in the last 3 years off timetable to complete this - originally all subject leaders 1 day per term, then 2023/24 use of Cathy Cole as cover to release for half a day or a day (Geog, History, Art)
- Year 11 gained time in 2024 used to support subject leaders to have time for curriculum planning
- During transition and new classes 2024 two weeks capacity used with Lauren H and Kezia leaving and didn't have their own class - used to support RE, Weekly Virtual Visit, Online safety development
- Joint planning sessions allocated once per term for Pathways to share the load (in staff meeting times)
- Directed time (staff meetings) handed over to complete data and reports for term 2, 4 and 6
- 2:30 time used for professional development
- Marking policy - very minimal codes only and progress comments now are termly except for English once a week and Maths at the end of the block (fortnightly on average) 6-8 children on average in class, some have up to 12.
- Read Write Inc - planning is very prescriptive and done
- Maths - White Rose schemes and resources bought
- Written feedback isn't required

- Digital reports - videos rather than written, digital reporting team of TAs to complete the reports
- Digital reporting team of 6 TAs one day off timetable a term to reduce teacher workload
- Science curriculum is still being developed (written) resources need creating so time allocated to Ella's timetable
- Swimming has been removed from teachers workload and swimming intervention now sits under the specialist PE teachers
- Annual reviews of EHCPs - time allocated in staff meeting for a joint approach in pathways to write notes o support the meeting
- Class progress meetings - no template to be completed as all the information is captured on joint documents rather than duplicated
- Appraisal - adaptation to paperwork to reduce

Staff Well being

- Usually 2 early finish per term for all staff (2:45pm)
- Thank you post its - Freddo Fridays
- Half a day Well being per person per year
- Buddy system (on the ground teacher support)
- Counselling for staff as needed
- Staff space protected for staff only (no children)
- Pilates every week
- Social committee - organising events and socials
- Class behaviour team meetings to discuss behaviour concerns with a behaviour team member
- Briefing after serious incidents
- Safeguarding supervision
- Coaching for staff as required or needed
- HR access - open door policy to speak to
- Half day team time in Oct/Nov inset time- go out as a team.