



Professional Development

- We have a CPD programme for all staff
- Staff meeting CPD opportunities are carefully considered to balance developing and supporting staff
- Any staff member can request or lead CPD
- Staff at all levels are encouraged and supported to lead training
- We develop leadership positions at all levels
- We have a comprehensive training programme and support for ECTs
- We welcome volunteers/trainees at all levels and support them rigorously
- Performance Management lesson observation stress has been carefully considered. The process is that teachers record themselves and discuss strategies used and potential improvements within their year group team. This process allows staff to further their own development as well as assisting/supporting others with theirs.
- PPA time is with all members of the year group to encourage professional conversations and give maximum support
- Individual subject leader development with SLT. Individual planning time with SLT.

To reduce workload, we have:

- A weekly staff survey to provide opportunities for making suggestions and raising difficulties and an SLT open door policy at all times
- PPA in teams to share the workload and the resources
- An administrative staff member who completes all photocopying for staff
- Use of onsite staff to cover saving teacher time explaining to supply teachers
- A whole school marking policy to ensure all marking is manageable, meaningful and motivating
- Non-contact time for subject leaders
- Staff meeting time for some data entry/some IEP writing
- TA deployment to support test marking when possible
- Refined end of year reports
- Only held meetings when necessary (no briefing- staff updates used for this)
- Combined emails into 'Staff Updates'
- Dedicated time for report writing

At Shirley-Heath we have-

- Supportive staff who look after each other's mental health and are welcoming to new members
- A buddy system for new staff
- A staff room with the facility to eat lunch, relax and support colleagues
- Regular staff social events out of school
- A flexible and generous approach to family appointments, children's events etc.
- Frequent consultations on aspects of school such as the school calendar
- Staff WhatsApp for staff achievements and for thanking staff
- Countless opportunities for staff to be involved with the wider life of the school including trips and residential visits
- Mental Health leads who are available to discuss staff mental health and offer support
- Signposting to a wealth of agencies that can support staff well-being including buying into EAP for all staff

For children's well-being we have-

- Daily mental health zones in registration, monitored by class teacher and interventions arranged as necessary
- 'Think Books' where children can write anything worrying them
- Opportunities to contribute their thoughts and ideas through School Council
- Areas in school where children can discuss their worries with a member of staff
- Vigilant staff who have been trained to spot indications of problems with mental health
- 'Well-being' days devoted to educating children about well-being and ways they can improve their own
- A range of interventions with classes, groups and 1 to 1 around mental health
- Mental health taught through the 'Jigsaw' PSHE curriculum
- 'Calm Tables' where children can de-escalate or reflect
- Suggestions in our newsletter supporting parents to support their child's mental health
- Opportunities to eat lunch in a quieter area
- Lunchtime quiet activities in the link/garden
- The Nest- a sensory/calm/de-escalation space
- Use of outside agencies to support mental health