

Langdon Park School Staff Charter Provision and Commitments

BE INCLUSIVE: *YOUR CONTRIBUTION WILL BE RECOGNISED AND VALUED.*

1. Increasing leadership autonomy: emphasis on team leaders to look after their teams
2. Various staff celebrations and refreshments at the end of term and at points in the year
3. Staff shout outs and thanks at weekly briefing
4. Focus on personal support (highlighted during COVID)
5. Sympathetic on Leave of Absence. All funeral requests granted without question. Leave for unavoidable medical appointments fully paid. Further personal requests for appointments / weddings etc not all paid but do make allowances
6. Considerate of flexible working requests: ie Have met request for staff to go PT after maternity and sensitive to paternity requests too
7. Headteacher runs an open-door policy enabling staff to raise issues and celebrate successes
8. Working to a better and more consistent line management approach
9. HOFs are not form tutors or are co-tutors creating additional Leadership & Management time
10. Calendar is shared early in summer term so planning to meet deadlines can take place and within teams' solutions to managing deadlines can be planned
11. School Improvement Plan shared in summer term again so greater clarity and opportunity to plan ahead of the new school year
12. HOFs run open door policy with their teams

BE PROFESSIONAL: *YOUR WELLBEING IS IMPORTANT:*

13. 1st Year ECTs on 73% loading.
14. Main scale teachers on 80% loading: double the national recommended PPA time.
15. Merged systems into Sims: therefore, not having to do multiple entry/ use of different systems
16. Data capture is measured: reduced number of data entry points and amount of data entry
17. No emails after 1pm on Fridays Staff discouraged from reading or sending emails in the evenings and weekends
18. Improved food in the canteen
19. Staff have access to councillor
20. No formal lesson plan structure or overbearing rules about submitting them as a rule
21. Invested in upgrades to IT equipment and interactive screens
22. Significant amount of redecorating of the school and classrooms has taken place to create a better working environment

- 23. Centralised detentions to reduce teacher workload
- 24. Cover supervisor appointed: 'rarely cover' is a reality

BE KNOWLEDGEABLE / BE A LEARNER: YOU WILL BE SUPPORTED TO GROW AND DEVELOP AS A GREAT PROFESSIONAL.

- 25. Broad CPD programme and high quality ECT support
- 26. Financial security: additional staffing a priority for funding
- 27. Nothing by accident: Improved calendar with all deadlines included
- 28. Disaggregated CPD for training days where appropriate providing greater flexibility for staff
- 29. Staff access to NPQSL and NPQML courses
- 30. New middle leaders have access to external coaching
- 31. Quality safeguarding training so staff up to date with KCSIE
- 32. Training on wellness for leaders to help manage personal wellbeing