



## Wellbeing Agreement

*At Saffron Academy Trust Primary Schools, we take staff wellbeing seriously and know it is vital to support staff to balance the demands of excellent teaching with life outside of school. To support work-life balance we focus on improving the impact of teaching, reducing unnecessary workload and caring for teachers' lives outside of school.*

### Work

- PPA with year group partners
- CPD entitlement
- Opportunities to observe colleagues teach
- Opportunity to collaborate with local schools
- Opportunity to work with school improvement partner or director of school improvement
- Innovation – opportunities for active research
- 20-minute monitoring – Low risk, high impact monitoring

### Rest

- Marking policy focussed on maximising impact and reducing workload
- Report formats reviewed to reduce workload
- Trust-wide collaboration to reduce workload e.g. shared planning and resourcing opportunities
- Schools have working parties to seek collaborative and creative ways to support all staff to achieve a healthy work-life balance

### Live

- Shared lunches
- Staff socials
- Being there for the big and small things for family e.g. sports days, graduations
- Everyone is treated equally – everyone is valued
- Staff are encouraged to build in time for hobbies and experiences – we believe having a life makes you a happier and more interesting teacher