

## **Staff Benefits at Shavington Academy**

### **Will I have my own teaching base?**

We will do our level best to enable you to teach all of your lessons in one classroom, as we know how stressful it is to be moving from lesson to lesson, trying to set up your laptop and resources when the class are already at the door.

We have already identified where two classrooms can be created for September 2019 – we converted two bookable rooms into classrooms for September 2018. This is to avoid classroom sharing.

### **Will I get the recommended 10% PPA time?**

You will get slightly more. We took the decision to move to a one week timetable to reduce stress for children and parents, and improve their organisation. Therefore all teachers received 3/25 hours PPA time. NQTs receive a further 10% PPA and colleagues with leadership and management allowances receive time in addition to PPA.

### **Will I be able to do my planning at home?**

Absolutely. We are not a school that watches the school gate to see who is first to leave. If you want to avoid the rush hour, or get to family commitments, we trust you to manage your workload in a way that suits you. Some colleagues like to get up early, others like to work after their children have gone to bed. Some colleagues prefer to stay and finish their work, so that when they head home they can switch off completely. This is entirely your decision – no judgment is made on a preferred way of working.

Some schools have a 'no email' policy in the evenings and weekends. We haven't because receiving a number of emails at 08:30 may not help you to manage your day. However, what we do say is that we never ask someone to do something by the following day, if we email in the evening. We also never expect an evening reply. This is definitely the case for parental emails that arrive in the evening. Please do not reply. We hold by a 48 hour response policy.

Each department should have a lesson by lesson shared scheme of work accessible from home, on SharePoint. This means that you can plan at home if you wish. All teachers have a laptop to use, usually over the summer for a September appointment.

### **Will data entry & report writing be time-consuming?**

Unfortunately, due to GDPR, SIMS is not accessible from home, and therefore data entry has to happen in school.

Last year, we extended the assessment cycle from 6 to 8 weeks. This year, we have added our version of Dylan Williams' 'Four Quarters' marking to reduce teacher assessment and increase formalised peer and self-assessment.

Reports sent home are the grade sheets generated by our tracking of assessments, with the Form Tutor writing a report at the end of the academic year, only.

### **What else has been done to enhance teachers' well-being and work life balance?**

In 2018 we increased the number of pastoral support staff available, so that disruption in the classroom is kept to a minimum. The impact of pupil behaviour on teachers' well-being is well-documented, so we use the systems and the people available to support you when pupils are not co-operative with you and/or pupils.

When we look at benchmarking information, our pupil: teacher ratio is favourable compared with similar schools. We have 39.6 teachers compared to an average of 37.8 in schools of a similar size. We all know that the 'average' number of pupils can mask large class sizes. However, one reason why we moved to mixed ability was to improve the pupil: teacher ratio of all classes. Better pupil: teacher ratios correspond to better progress and results, so it makes sense to prioritise the pupil: teacher ratio for everyone.

Being attached to a Leisure Centre has its benefits. We benefit from discounted membership if you would like to join. We are signed up to the salary sacrifice Childcare Voucher scheme, for colleagues with a family.

### **Will I lose my non-contact time for cover?**

Whilst we cannot say this will never happen, it's fair to say that it happens rarely. Our teacher absence rates are extremely low compared with other schools. When a teacher is absent we endeavour to bring in supply, or use our Cover Supervisor.

There is a genuine understanding that sometimes life hands us something that needs us to not be at work. We have a transparent policy regarding absence, so that decisions are not made on an ad-hoc basis. We have the services of Occupational Health for when colleagues need impartial advice to get back on their feet.

### **What are the next steps?**

The calendar goes through several revisions to arrive at a draft that we can share. For the 2018-2019 calendar we will invite a middle leader, teacher and member of support staff to scrutinise the calendar from a workload perspective before it is published.

From October 2018, we will be introducing Pay Day bacon butties/ cheese oatcakes, served at break time.