

Accrington Academy: Staff Wellbeing Commitment

The Governors, Principal and Senior Leadership Team take the wellbeing of all staff very seriously. We have identified the measures we have in place alongside our wellbeing and workload manifesto to assist all staff in completing their professional duties. Our staff are committed to the school TEAM and demonstrate them to each other, our students and our wider school community on a daily basis.



Clear email policy to protect your time outside of school.



A flexible and generous approach to family appointments, children's events, nativities, sports days etc.



Sensible approach to marking.



Deadlines well published and all staff consulted with on termly calendar.



Rational approach to data drops: We have reduced data drops from 6 to 2 (3 for Yr.11/13) per year.



Annual learning from you staff survey.



SLT Open Door Policy at all times throughout the year.



Free counselling service available to all staff.



Rational approach to data processing: This is completed by our data team and presented to team leaders. 4Matrix analytics has been introduced to simplify analysis of class level data.



Bespoke CPD Programme including United Learning CPD Opportunities.



A comprehensive instructional programme for all ITTs ECTs and ECT +1s.



Complimentary Christmas lunch for all staff each year and free lunch on duty days.



Knowledge organisers, 100% books and online platforms: Introduced to reduce the amount of homework setting and marking.



No formal lesson observations. Instead, we use learning walks and +1 feedback to encourage our transparent, 'creating learners' culture.



A dedicated staff working party which meets half termly.



A culture of positive recognition and thanking one another.



Time to leave for home: We encourage all staff (when possible) to leave the building at 4pm and travel home. Meetings can be held via remote platforms.



Dedicated collaborative learning and planning time.



An annual flu vaccination is available to all staff each year.



Termly staff social events.



Flexible working: We are encouraging a flexible working policy. When staff have a non-contact time they may request an 'early dart'.



8 INSET / Planning days: All United Learning Schools allow additional INSET days over the state sector.



A buddy for new staff for their first full year.



Free staff gym membership.



Exclusive benefits and a huge range of money savings perks through 'Perkbox' app.



Salary sacrifice benefits including cycle to work and car leasing schemes.



Access to wellness action plans through the United Hub and Line Managers wellbeing toolkit.



Weekly staff breakfasts.

