

Miriam Lord Primary School

Health and Well-Being Charter



At Miriam Lord Primary School we believe in the well-being of our staff. We know that staff who feel trusted and value are vital for the success of our school and our pupils. We know that this is an ongoing journey and are always looking for ways to improve, but to ensure we are considerate of staff well-being we offer the following:

A mentor for all new staff and Newly Qualified Teachers to provide ongoing support.

A measured and collaborative approach to monitoring, including observations and scrutiny.

No data collected for data's sake. Systems are simple and do not require a huge amount of time.

Opportunities for professional and career development are always carefully considered.

Counselling opportunities for all members of staff who may require extra support.

A clear focus on feedback and a measured approach to marking that is considerate of workload.

A flexible and generous approach to family appointments i.e. sports days, school assemblies etc.

A communications policy that attempts to protect staff time outside of the school day.

Open door policy to SLT who are available for advice and hands-on support for school staff.

Focused and targeted in-house professional development training for all school staff.