



**Greenvale
Primary
School**

Wellbeing: The Greenvale Approach

1. Teaching load – all teachers have their PPA in one block
2. Additional PPA time is given for senior leaders
3. Additional time for Subject leaders is available and also on request
4. Reduced marking and feedback policy. Marking for the children, no one else.
5. Homework – no expectation for this to be marked
6. Autonomy given and no micro-managing, within our shared values and strategy. We trust our staff.
7. Sensible performance management – no data targets.
8. Regular in-house training for TAs within school hours
9. Regular staff socials (half termly) support and develop relationships.
10. Staff discouraged from reading or sending emails in the evenings and at weekends
11. Staff are encouraged to have a life outside of school.
12. CPD is bespoke, targeted and useful
13. Staff are encouraged to work as a team, share resources and co-create
14. End of term half day closure, staff are paid a full day
15. Data capture 3 times a year in a simple format
16. No formal lesson plans or style of planning expected
17. Strong admin support from the office team
18. Meetings are focused on Teaching and Learning or strategy. They should finish on time and be worthwhile
19. A culture of trust not fear
20. Reduced School Development Plan so that the strategic focus is clear
21. Open culture of feedback, we talk about and acknowledge challenges and where we could do better
22. New initiatives have to work for us first and through staff consultation.
23. FOG pay for tea and coffee
24. Adult-sized chairs for all adults working in the classroom
25. SLT have an open door policy
26. Professional curiosity is encouraged as are visits to other schools