



Staff Wellbeing at Kings Langley School

We recognise our most important asset are our staff and as such ensure we have a strong culture of staff wellbeing at Kings Langley School. We are extremely proud of our staff wellbeing programme and believe this contributes to making our school a special place to work. We have around 125

How do we create a positive culture for you?

1. A teaching load for a main scale teacher of 83% compared to the National suggested rate of 85%, to enable more time for coaching, CPD and planning and to support an effective work life balance.
2. High quality CPD delivered by some of the leading experts who are committed to a 3 year cycle of support at least termly and in some cases half termly. E.g. Christine Counsell, Tom Sherrington, David Bartram OBE and Marc Rowland.
3. We also recognise CPD around wellbeing being important and our Wellbeing Governor is a published author, Dr Emma Kell, who works with the school to keep improving and supporting staff to stay on top of their wellbeing.
4. Professional approach to performance management through coaching and not high stakes lesson observations.
5. The culture is reinforced by non-lesson grading. "Feedback is free" and should be used with empathy and understanding as a way to support each other.
6. A very clear behaviour system which is consistently applied enabling teachers to focus on what matters.
7. Centralised detentions, centralised homework prep time and centralised rewards processes.
8. Large pastoral team to support any issues during the day.
9. All lessons begin with a quick start, with students knowing the protocols. This allows us all to start lessons in a prompt and orderly manner.
10. Subject area teams are given blocks of time to re-evaluate and amend their curriculum.
11. A marking policy which includes live marking and green pen self-assessment.
12. Two co-ordinated examination weeks per year group where students are given information and strategies on how to revise, so are encouraged to revise across all subjects independently.
13. Strong track record of staff development which is bespoke.
14. Use of National College to support staff CPD.
15. Supportive and ambitious Board of Governors.
16. A clear planned and resourced registration programme which supports character, numeracy, and literacy across the curriculum. This means no planning for tutors and impact is seen in all subjects.
17. Equipment checks built into registration which enables all staff to run lesson properly as students are fully equipped for learning.
18. Ice cream Friday's and staff drinks in summer.
19. Staff wellbeing days focusing on mental health and wellbeing.
20. One meeting a week.
21. Online parents evenings which are always on a Thursday following staff feedback.
22. Staff social events run by staff for staff.
23. Speakers on mental health for staff, David Beeney - [Enabling Employers To Understand Mental Health - Breaking The Silence](#)
24. All members of staff have a laptop to support flexible working.
25. Removal of detailed written reports.



26. Review of workload adjusted calendar which considers staff feedback.
27. Performance management review planned into INSET time to allow for coaching conversations.
28. Wellbeing Day – modelled to students and staff (picture gallery/Twitter)
29. Active staff clubs; staff yoga, running club, football, book club to name but a few.
30. A positive staffroom culture and/or activities supported through briefings.
31. Pastries, cakes, at least once a half term as part of staff coffee mornings.
32. Headteacher open door policy.
33. Buddies for all new staff.
34. Clear school communication policy that supports a healthy work life balance.
35. VPN – access to SIMs from home.
36. Regular praise and recognition of staff:
 - a. Anonymised thank you cards
 - b. Thank you cards personalised
 - c. TEAMS praise feature used by all staff
 - d. Monday thank you in briefings, chocolates and flowers.
 - e. Shout outs from staff on all things and teaching and learning.
37. Parent App for automated communication of recognition, homework and consequences.
38. Simple systems designed with staff for all HR and payroll matter through Access database.
39. Staff forum every half term to talk with senior leaders about how we can continue to improve.
40. Directed time for clubs.
41. CPD lesson allocated to every teacher's timetable to invest in themselves and observe others.
42. Seating plan app introduced to remove admin.
43. Power BI developed to support data use for pastoral teams and soon to be academic teams.
44. Updated new staff induction programme that is research based and supports wellbeing.
45. Kindness fairy in staffroom chocolates/Easter eggs at key points of year. (random acts of kindness)
46. Headspace application shared free for staff and promoted where necessary.
47. Vita health support package for all staff - [NHS Mental Health - Mental Wellbeing Support | Vita Health Group](#)
48. On site school councillors for staff use.
49. Morning duties removed to allow staff to set up for day ahead and socialise in staffroom.
50. CPD request system and financial support and/or time for further study – Masters/ NPQs etc.
51. Multi million pound state of the art building built in 2016.
52. Continued investment in facilities. Examples in 2021, investments of £13,000 into improving music equipment and music technology, £15,000 of investments into Art through adding professional photo printers and Apple Mac computers in every classroom, £5,000 of investment into high quality reading books as part of the school wide reading programme.
53. The building is well ventilated through actuators to ensure a consistent air flow which enables a healthy school environment to work in.

What can we do next?

We consult with staff through our staff forum and listed below are what staff want next to continue to ensure we are a first choice employer.

1. An outside space for staff away from students but close enough for H&S (pond for example) **(Planned as part of Sixth Form build project, summer 2023).**
2. Reducing strain of technology issues and ensuring it is effective and productive.



(Complete ICT review commissioned and project plan in place for summer 2022 to be complete by September 2022) (Additional strategic ICT lead to be appointed to ensure completion and success behind the project).

3. Daily student notices.
(Pastoral team to use new ICT features to share notices through Microsoft TEAMS summer 2022).
4. Long term service presentations.
(Governors fund to be agreed at Full Governor body meeting Feb 2022 to support 20, 30 and 40 years of service at the school with gift linked to length of service).
5. Use of Tues and Thursday morning – pastoral/department time.
(Following Covid restrictions, reintroduce morning meeting slots for departments September 2022).
6. School Multi Gym.
(Part of the master plan of site improvements Sixth Form move to own building and 3G pitch, resulting in room in main school building for multi gym likely to be summer 2023).
7. Therapy dogs/anxiety dogs.
(Governors to review this as part of summer term project visiting schools that have a dog and how we bring this into our culture at the school – Start process summer 2022).
8. Continued investment into site facilities-
(Sixth Form Centre, 3G pitch, multi-gym expansion, ICT network continued improvements all projects have started and due to be completed over the next 2 years).