

Working with us at Collingwood - A message from Karen Watling our Principal

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The College's commitment to our staff confirms:

- We believe that our employees are the foundation upon which the success of the College depends;
- We recognise that our employees are the most important asset of the College and we ensure that their talents and skills are well managed, nourished and developed;
- We believe that every employee should be empowered to make a positive and significant contribution to the quality of teaching, learning and personal development that the College provides for its students.

Further, at Collingwood College we take our **Staff well-being** very seriously. Our staff are our biggest asset and we therefore want to take steps to ensure that staff are looked after and that **workload** is manageable.

We have taken the following measures to look after staff well-being:

- All staff have access to a BUPA Healthcare Cash Plan which includes a 24/7 EAP service
- We have an electronic absence management system which allows us to monitor and support staff with their attendance at work.
- Introduced 3 well-being weeks in the College calendar whereby there are no staff meetings and instead a range of activities such as Mindfulness, Yoga and Power Walking are available to staff.
- We have used our INSET time in a creative way to allow for greater flexibility with term dates.
- We hold a dedicated Staff Development Group meeting who meet half termly and organise social events
- We run regular staff theatre trips
- We hold staff competitions such as Bake Off and Sewing Bee
- Staff are served a Christmas lunch and a Summer BBQ at the end of terms 1 and 3.

We have also taken steps to reduce Teacher workload:

- We regularly review the timetable and have reduced the number of classes that staff teach. In addition, we aim to give staff a classroom base where possible
- We changed our Marking policy to a Feedback policy
- We have reduced the frequency of when detailed written feedback is expected
- Staff will be issued with a Microsoft Surface Pro to allow for collaborative planning and **reduced workload**
- Over the last three years we have reduced the instances when assessment data is uploaded which is in line with recent DfE guidelines.
- We have reduced the number of meetings staff are expected to attend as well as completed an analysis of the calendar to ensure that non PPA events are spread out evenly throughout the year.
- We have introduced a Referral Room system to support with in class behaviour management and decrease the amount of administration with setting a detention.