



A-Z of GNSMAT Staff Wellbeing

Birthday wishes

Birthdays are a time to celebrate, and we want to be part of that celebration with you! All members of staff with birthdays coming up are sent a handwritten note by the Executive Principal on a card which will be posted out to you. You will also have a birthday wish displayed on the screens around the school so we can all recognise your special day.

Breakfast mornings

Once every term, we have a breakfast morning for staff which includes the MacMillian coffee morning fundraiser and additional breakfast mornings as a thank you for all the hard work you do.

Children of Staff

Priority will be given to children of staff members in accordance with point 3 of the GNSMAT admission policy. In order to qualify they must meet the criterion below;

- Children of Staff at the school where the member of the staff has been employed by the GNSA Ltd (MAT) for more than two years at the time at which the application for admission to the school is made or a member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.

Coffee and lunch

A coffee machine will be on offer for staff to pre-order when on duty or use at other times and capped prices on school lunches.

Deliveries

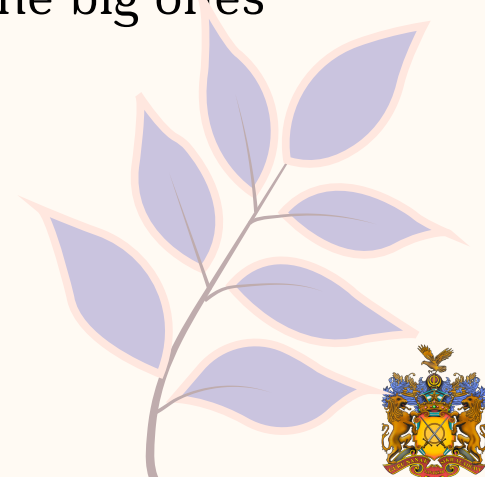
We understand it can be tricky to have packages delivered when you are at home (especially when the delivery needs a signature) so you can have packages delivered to school and one of our admin team can sign for them at reception.

Email charter

We encourage a cut off time for when emails should not be sent, this is important for well-being as it is essential to switch off from work and get time to rest. We would expect emails not to be sent from 6pm-7am to allow everyone the time to rest and relax and be ready for the next day.

End of term events (Christmas and July outings).

The social committee organise a number of events throughout the year. The big ones include a Christmas party and Summer party at an external location.



Extra-curricular sporting opportunities

We know staff are also as competitive as our students! There are always staff members who (with support from the PE team) arrange sports events after school and during lunchtime.

Fashion Mark- school uniform

Fashion Mark offers a 5% discount to school staff on school uniforms for their children. Just show your badge and you can get a discount on their uniform.

Free Lunch for duty/Fire Marshals

Staff who are on lunchtime duty or are fire marshals are entitled to a free lunch in the canteen on the day of their duty.

Foodie Fridays

Friday is all about food! Delicious treats put on by all departments on a rotational basis, come and join us in the staffroom for some great food and an opportunity to have a chat with your colleagues.

Induction

All new staff will have two days of induction planned for them during the summer term. This is to support their preparation and planning for starting at GNSA and key sessions covering planning with their departments, HR introductions, Safeguarding, Vision and Ethos, all things Google by the IT team and time in departments to observe are organised. This is a great opportunity to meet other new colleagues and understand the departments you will be working in, not to mention seeing your new team members. Food is provided for breakfast and lunch, with a special pizza day planned for day two!

Laughing Lions provision

Staff who work at the school are able to drop their child off at 7.45am and pick them up at 4.15pm. This can support meetings/ clubs afterschool.

Leadership Mastery

Tuesday/Wednesday morning sessions held for our middle leaders. A great time to discuss priorities, share good practice whilst keeping a solution driven/student centred approach.

Meditation mornings

Weekly meditation mornings run by senior leaders (Primary Phase) for staff. This is a wonderful way to start the day.

My Night

We see how hard you all work but we want to avoid a culture where you feel you have to work until the late hours of the evening - please take at least one day a week where you can leave on time, you may decide to take work home with you, but it's so important to switch off and have an evening to yourself, certainly on a Friday if you have not managed it earlier in the week



Perkbox

A global benefits and rewards platform for all our members of staff. This offers great discounts and the portal is free to access by all staff! Examples of benefits include;

- Health and wellbeing benefits (discounted gym memberships, holiday options, mindfulness apps)
- Benefits to help stretch salaries (supermarkets, eating out, clothes, childcare vouchers, commuting discounts)
- Illness or injury benefits (sick pay, private dental care, eye care vouchers, medical insurance, online GP services, health screening)
- Social benefits (at-home entertainment, free film rentals, Netflix subscription, social events).

Protected time (ECT/ Subject Lead and Progress Leaders)

All our Early Careers teachers are given a protected slot in their timetable which is dedicated to their ECF preparation.

Our middle leaders also have an additional protected period in their timetables for their leadership work.

School visits

Sharing good practice is not just limited to our own school community. We encourage staff to visit other schools and institutions to observe great practice and feedback to our teams to encourage improvement in our provision for students. This is often more valuable than overpriced courses and not a good use of your time. We would ask that you request this through your line managers and ensure the time off does not clash with any planned priorities in your areas.

Secret Santa

Every year we organise a Secret Santa in our staffroom before the Christmas break. You will be invited to join in and it's a lovely time to catch up with everyone and start the Christmas break with our very own festivities.

Social Committee

The GNSA social team is a group of people who are supporting the planning of extra curricular activities for all staff (including but not limited to the MAT phase, department). This involves organising social events open to all, soliciting staff suggestions for activities and support their development and maintain/update the staff social calendar.

Staff fitness

Each week members of staff run/ organise fitness session, staff sports and matches across the phase. A lovely way to keep fit and interact with staff across the MAT

Staff bulletin / Balance newsletter

Each week a staff bulletin and newsletter is sent highlighting key messages and dates for your calendar. This helps to support wellbeing by ensuring we are all kept in the loop for important areas and we can all plan our time better with preparation and planning for key priorities





Staff survey

Staff surveys are regularly circulated after every Professional Development session to obtain feedback which allows us to plan ahead and review what we have in place. Whole staff surveys on wellbeing and other areas are also sent out regularly - we want to know what you think, this is important for our strategic planning in making our school the best place for all of us

Subject Mastery courses

For those of you looking to brush up your knowledge in your subject areas, or delve into learning about another subject the school offers, we will pay for any entrance fees.

Suggestions

We are always keen to get any useful suggestions on board, anything that can improve our provision is always welcomed gratefully. We hope you see our Senior Leadership Team, and our Middle Leaders as friendly and approachable people - any idea is welcome and it is usually the small suggestions that can have the biggest impact!

Teaching and Learning monitoring day

Subject leaders will be able to book in a whole day to visit lessons, provide feedback and celebrate good practice. To do this, they will have the whole school day off timetable and focus their efforts on strategically monitoring their areas. We understand it can be difficult to pop into classes when you are all teaching at the same time, so this is a day that can be dedicated to you for your leadership duties - please liaise with your SLT links to arrange for this as cover will have to be arranged in advance.

Timetable loading

All our Main Pay scale, ECTs, Assessment Only route colleagues are on a lower loading as indicated by Union guidance. Where possible department meetings and line management meetings are timetabled and scheduled to take place during the school day. The secondary phase allocates at least 13% of protected time for planning, preparation and assessment, 3 hours a week.

Wellbeing workshops

HR arranges for regular workshops focused around alleviating stress and anxiety. This is a drop in session for all staff and includes lots of useful strategies to manage general stress and promote positive wellbeing for all

