



CROWN HILLS
COMMUNITY COLLEGE
A Specialist Sports College

Well-Being Charter

“

I have come to the frightening conclusion that I am the decisive element in the school. It is my personal approach that creates the climate. It is my daily mood that makes the weather. As a teacher or member of staff in a school, I possess a tremendous power to make a child's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or humour, hurt or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated and a child humanised or de-humanised.

Johann Wolfgang von Goethe

”



ASPIRATION

*Be the best
that you can be*

SUCCESS

*Be ready to take
on the world*



We will challenge
stereotypes
and bias
#BalanceforBetter

We will forge
positive visibility
of women
#BalanceforBetter

We will celebrate

For me, the greatest
aspect of being a
woman is the privilege
of raising great *men* and
women.
#BalanceforBetter

I will challenge
stereotypes
and bias

#BalanceforBetter

We will
a ge
parity m
#Balance

Introduction

Crown Hills has been a college serving its local community for 70 years. In that time, staff have come and gone and made a difference to the lives of thousands of children. As the person now responsible for this college, I am aware that my staff are the biggest asset and they are the one thing that will unlock the potential in a child and their chance of a better future. I am, therefore, determined to make Crown Hills a special place, not just for students but for staff too and that begins by creating clarity. Clarity about what is exactly expected from every member of staff, clarity about the purpose of everyone's role and how it knits together to form the bigger picture of a child's life here at Crown Hills. We understand that those in education have sometimes been asked to do more with less but questions that we will continuously ask at Crown hills are: "Why are you doing it?" and "What is the impact you are expecting?" And, if the answers to these questions are: "I don't know" and "I'm not sure" then the likelihood is that it is not worth doing. Therefore, by stripping back what we are expecting staff to do and by creating systems, processes and the capacity within leadership to support what we are doing, we are already well on our way to making Crown Hills a special place to work. You will find over the next few pages the principles/values which our leaders will be held accountable to and a charter that will support the well-being of all staff within the college. If you are a current member of staff I hope you recognise this in what you see on the ground on a day to day basis and, if not, I would ask you to challenge us to improve it further. If you are a member of staff thinking about joining us, come and have a look and see if there is any truth to the story!



Farhan Adam - Principal



Well-Being Charter

1. Crown Hills provides teachers with 17% PPA instead of the normal 10%
2. Additional PPA time for leadership responsibilities
3. No emails at the weekend or after 8pm and during holidays
4. Lunch and afternoon raffle reward at the end of term twice a year for teachers and support staff
5. Free staff breakfast on the first Friday of every month for staff to socialise
6. Free tea and coffee every Friday for staff to socialise
7. Staff Health and Well-being Policy
8. Health Care Plan - Exclusive and comprehensive healthcare plan (see pages 10 and 11)
9. Half-Day at Xmas and July to support staff get together and farewell
10. Usually one meeting per week
11. Reduction in data capture frequency- once in Y7, 8, 9, 10 and twice in Y11
12. Optional health checks for staff at various points throughout the year, including vitamin D supplement during Covid 19
13. Administrative support for each faculty
14. Cover supervisors
15. Rarely cover policy
16. Annual School Calendar so staff are aware in advance of important deadlines and key dates so that they can plan ahead.
17. Marking Policy - reduction in marking requirements
18. Centralised Reprographics to create more planning time
19. External invigilators for mock exams
20. Centralised behaviour support team
21. Clear allocation of directed time with time to spare
22. Shared leadership within faculties- Head, 2nd and 3rd
23. No written reports for teachers
24. No lunch duties - if you do want to we will pay you and offer you a free lunch for the whole week - we invest £27000 in these lunches
25. Lesson Observation not linked to appraisal
26. Removal of the expected 3hours union guidance provided for lesson observation
27. Appraisal to be done with you and alongside, not to you
28. Appraisal to hold you to account for the process and not the outcome
29. Career specific pathways for CPD
30. 24 hours a day/365 days a year phone counselling service available for all staff
31. No lesson plan formats or daft rules about submitting them
32. On-Site IT technicians to resolve issues straight away and efficiently
33. Opportunities to feedback on concerns to leadership through a wide range of mechanisms
34. Cycle to Work Scheme



The Crown Hills Well-Being Charter

How we lead and how we serve our staff



Our organisation is built on three key values:

Aspiration

We will aspire to be the best leaders that we can be by not being content with the status quo. We aspire to be the best and make this college a great place to work and for every child to experience the best possible education.

Commitment

We will do what it takes for as long as it takes. This means having the mentality that we are in this together and will see our aspirations through to the end. This means there are sacrifices required on our part to take this college to the next level and we are committed to it.

Success

When we implement the above we will not stop there as we will support the growth and development of other educational institutions locally, nationally and internationally.



CROWN HILLS
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Health & Wellbeing

Healthy + Healthy
Body Mind



= Happy
Life



crownhills.com

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COMMITMENT

*Do what it takes for
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SUCCESS

*Be ready to take
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There are six key principles that provide staff with clarity about what they can expect from the leadership of the college and the manner in which they will be dealt with on a day to day basis. The principles are:

Trust Honesty Integrity Respect Support Tolerance

We as leaders invite all staff at different levels to hold us to account to these as we try and uphold them on a daily basis.

TRUST

To use an open and transparent recruitment process and trust those appointed and empower them to carry out the role. Sometimes moving alongside, to support and at other times overseeing from the "balcony."

Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

HONESTY

We will not hide matters that have an impact on staff, we will be open and transparent with one another and those that we lead. If we make mistakes we will be open and do our best to put things right. Additionally, we will unconditionally without judgement, support our colleagues to put things right. Part of honesty is to also have courageous, tough-love conversations with one another and those that we manage so that students do not lose out on the one chance that they have at a great education.

Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.

Hold all staff to account for their professional conduct and practice.

INTEGRITY

Real integrity is doing the right thing, knowing that nobody is going to know whether you did it or not. We will do the right thing regardless and hold firm to it when the going gets tough. We will filter every decision through our set of values to make us true to our word. We will be seen (literally) living by the values that we want to see in others. We will not hide in offices but be seen as the drivers of change.

Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.

Lead by example- with integrity, creativity, resilience, and clarity- drawing on their own scholarship, expertise and skills, and that of those around them.

Ensure the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.

RESPECT

All that work within the organisation should be able to hold different beliefs and opinions to our own and diversity of opinion as well as background- this is something we celebrate. As leaders we will lead with staff in a respectful manner, never degrading them or putting them down in a manner that belittles or defames them.

Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.

SUPPORT

As leaders it is our core function to support others and understand the importance of staff and pupils' continued development. Leadership is about taking people with you on a journey and every person that we touch needs to be better for that connection. This combines a lot of the other values that we hold as it involves difficult conversations etc. to support staff and students to improve from Good to Great.

Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.

TOLERANCE

As leaders we will be dealing with a range of different people and each one will be at different stages of their development, therefore mistakes are part of growth and learning and we will ensure that everyone is provided with the opportunity to start again without prejudice.

Inspire and influence others-within and beyond schools-to believe in the fundamental importance of education in young people's lives and to promote the value of education.

We have spent a significant amount of time looking at the best package to support our staff and their families, especially through the Covid-19 pandemic. As a result, we have invested thousands of pounds securing healthcare provision for all of our staff, both teachers and support. The table below gives a brief summary.

Summary of cash plan benefits that can be claimed

Dental	per adult	100%	£100
	children - shared maximum	100%	£100
Optical	per adult	100%	£100
	children - shared maximum	100%	£100
Chiropody	per adult	100%	£60
	children - shared maximum	100%	£60
Prescriptions	per adult	Per item	1
Health & Wellbeing	per adult	100%	£75
	children - shared maximum	100%	£75
Combined Physiotherapy	per adult	100%	£170
	children - shared maximum	100%	£170
Vaccinations and Inoculations	per adult	100%	£20
Specialist Consultation, ECG, X-ray, Pathology Fees and MRI Scans	per adult	100%	£400
	per child	100%	£400
Dental Accident	per adult	100%	£200
	children - shared maximum	100%	£200

My Wellness

24/7 Counselling and Support Helpline

24 hour counselling and support including health, legal, finance, wellbeing and family advice

Employee Assistance Programme

Up to 8 face to face sessions, including cognitive behavioural therapy, for all members

My Wellbeing App: Thrive Coaching

Clinically proven application to aid the prevention, early detection, and treatment of depression and anxiety by encouraging support-seeking behaviours before they become too severe. Users also have access to a live text chat service allowing them to speak to a wellbeing coach at the touch of a button.

Fitness and Exercise

Gym membership discounts and offers at www.healthshieldperks.co.uk

Online Health Assessment and Personal Coaching

Instant access to a range of health assessments and personal coaching tools

GP Anytime including Private Prescriptions

Access to 24/7 GP helpline, online GP surgery via a webcam and Private Prescription Service

On-Demand Physio

Professional support with muscular and skeletal conditions over the phone. Assessing and advising on the best courses of treatment.

PERKS

Save £££s on your shopping with Health Shield PERKS, our reward website. You can enjoy great deals, cash back and discounts on purchases including major supermarkets, travel, cinema, health and beauty and much more.

Benefits Summary

To give you an idea of what is covered, the guide below summarises each benefit.

Dental Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

Optical Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

Chiropody Covers items such as gait analysis assessments and podiatry treatments.

Prescriptions Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

Health & Wellbeing Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

Benefits Summary continued.

Combined Physiotherapy Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

Vaccinations & Inoculations Covers vaccinations and inoculations from a GP or nurse, for example in a GP's surgery, a pharmacy or travel clinic.

Specialist Consultation and MRI Scans Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

Dental Accident Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

24/7 Counselling and Support Helpline 24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

Employee Assistance Programme Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

My Wellbeing App: Thrive Coaching Clinically proven application to aid the prevention, early detection, and treatment of depression and anxiety by encouraging support-seeking behaviours before they become too severe. Users also have access to a live text chat service allowing them to speak to a wellbeing coach at the touch of a button.

Fitness and Exercise Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

Online Health Assessment and Personal Coaching Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

GP Anytime including Private Prescriptions GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

On-Demand Physio Provides professional support with muscular and skeletal conditions over the phone. Assessing and advising on the best courses of treatment.

PERKS products and services, offers on travel, cash back on purchases and much more.

Employer Support and Benefits

Stress Intervention plus Occupational Health Helpline A stress prevention programme that positively influences an earlier return to work and supports the employee, whilst safeguarding the interests of the employer. Plus, an occupational health telephone advice line.

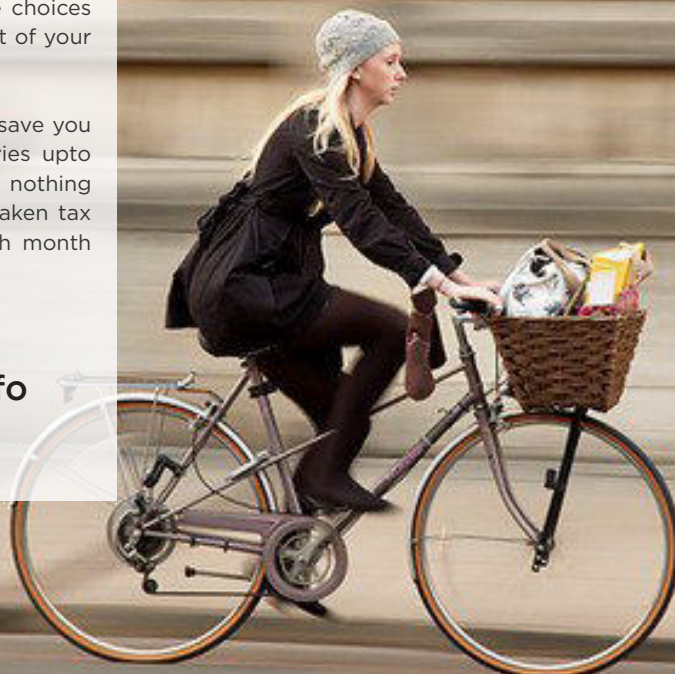
Commercial Guidance and Support Provides the reassurance that your organisation is fully compliant with fast-changing legislation. A team of dedicated experts provide help and advice on Employment Law, Health and Safety, Risk Assessments and Tax and VAT via a 24/7 helpline.

Crown Hills Cycle 2 Work Scheme

The Cycles 2 Work scheme is open to all Crown Hills staff, with the aim of encouraging staff to make healthier and more environmentally friendly lifestyle choices and also to help save on the cost of your daily commute to college.

The Cycles 2 Work scheme can save you 25-39% on a bike and accessories up to the value of £3000. You pay nothing upfront and the payments are taken tax efficiently from your salary each month over a 12 month period.

for more information visit
www.cycle2work.info



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