



## Staff Benefits at Congleton High School

In addition to competitive salaries, subscription to the Teachers' Pension Scheme and for Support Staff the Local Government Pension Scheme, Congleton High School has a great deal to offer staff at the school.

Over the last few years the school has shown commitment to improving staff well-being and implemented strategies to address workload issues.

### What can we offer you?

1. Teachers are provided with above the 10% PPA time, and there is a strong culture on joint planning within teams.
2. Additional Curriculum Planning time has been calendared so that staff can share best practice and plan together.
3. We run our own Leadership Programmes as well providing opportunities for staff to complete Leadership training.
4. Staff work spaces during PPA.
5. Free refreshments on Parents Evenings and evening events.
6. Free refreshments on INSET Days.
7. Staff activities, such as Staff Band and Badminton Club.

### As a school we have implemented a range of strategies to promote well-being and address workload.

1. Reduced the amount of time inputting data.
2. Provide staff with analysed data so that they can focus on using data effectively.
3. Provided a centralized system for ordering consumables.
4. Provided a 'Pink Week' in December where no meetings or additional activities take place allowing staff to leave a little earlier than usual!
5. Provided training for staff on managing stress, building resilience and developing well-being & happiness.
6. Introduced free Friday lunches for staff where lunch is provided in the staffroom so staff can socialise spend time together.
7. Reviewed our Marking and Feedback Policy and empowered leaders to develop their own practices.
8. Provided invigilators for Mock Exams so that staff have more time for marking.
9. Changed the email culture so that parents and outside agencies are aware of the expectations of responding to emails at weekends and holidays.
10. Implemented a Flexible Working Policy allowing staff to temporarily change their working hours due to changes in their personal circumstances.