



## Commitment to Staff

*We are a proud and progressive grammar school community, committed to excellence in girls' education and empowerment. To live this mission, we are committed to recruiting, inspiring and supporting qualified, industrious and dedicated colleagues. We realise this ambition through excellence in personalised professional development, as well as excellence in holistic wellbeing support.*

### Personalised Professional Development

- **New Staff Induction Programme** - new colleagues benefit from a comprehensive programme of support and guidance from their Department, Faculty and Pastoral teams.
- **Professional qualifications** - we offer teaching staff the opportunity to develop their knowledge and understanding of education by offering a contribution to the cost of a Master's degree or an NPQ course. Support team members requiring specific qualifications related to their role are provided with fully funded training accordingly.
- **Continuing Professional Development** - we have well-established Professional Development Groups and School Development Groups, which provide teaching staff with opportunities to collaborate, contribute and advance. For our support staff, we are reviewing the involvement and engagement of this team to best utilise their expertise and provide them with opportunities for development.
- **Leadership Development** - we have devised and run the 'CCHS Leadership Programme' to enable colleagues to secure leadership experience, as well as develop their existing practice, to facilitate career progression. TLR3 projects are used to provide teaching staff with focused development opportunities, and progression opportunities for the support team is currently under review.
- **Sabbatical Policy** - we provide colleagues with a mechanism to pursue a personal or professional goal.
- **Professional congratulation** - formal Governor recognition of and reward for long-service (10 years and 25 years).

### Holistic Wellbeing Support

- Occupational health and counselling services free to all staff
- Mental Health First Aiders available to support colleagues
- Annual flu jab available for all staff
- SLT 'open door' culture, including urgent emails for non-school days
- Email protocol and sign-off: no expectation of responding after hours or at the weekend
- Clear line management support for all staff, including opportunities to participate in team meetings
- Staff Voice forum to ensure information is provided and feedback is shared
- Workload Management Days and Well-being Management sessions offered.
- Staff involvement in school improvement through School Development Groups
- Deadlines well publicised and annual calendar consultation
- Several weeks with no after-school meetings
- External invigilators employed to supervise examinations
- All staff are members of a well-established and vibrant House system
- Opportunities to take part in educational trips, for all staff: day, residential and overseas
- Complimentary tickets to all School concerts, productions and shows
- On-site free parking for all staff
- A flexible and generous approach to family appointments, children's events, etc.
- Childcare voucher scheme for those who have children in regular day care
- Complementary tea, coffee, sugar and milk for all staff
- Food and refreshments provided before and during Parents' Evenings
- Lunch provided when on Duty during this period
- Christmas lunch provided to all staff

## **Recommended expert support**

### **School counselling service**

- [Renew Counselling](#)

### **Local services and resources**

- [Innovate Healthcare](#)

### **National services and resources**

- [Education Support](#): the mental health and wellbeing charity for education staff
- [Time to Change](#): mental health and support services
- [Mind](#) for better mental health

### **Trade unions & professional associations**

- [ASCL](#)
- [GMB](#)
- [NASUWT](#)
- [NEU](#)
- [UNISON](#)
- [UNITE](#)
- [VOICE](#)