



Staff Wellbeing & Workload Reduction Strategy

Key Aims

The City of Peterborough Academy recognises the importance of ensuring that all staff in school enjoy a reasonable balance between their working life and the demands of home, family and other interests and commitments. An acceptable work-life balance will be different for each employee and will be different at different times in their careers. It is not in the interest of either the Academy or the individual member of staff to work to the detriment of his/her health. Excessive work without rest and recreation is not conducive to efficient or effective working. Staff wellbeing is important in maintaining a positive atmosphere in the workplace.

In order for our staff to be at their most effective they need to have a healthy work-life balance:

- To attract and re-train the calibre of staff needed for an outstanding education system
- To improve CoPAs effectiveness by actively reducing staff absenteeism and turnover
- To develop a more motivated workforce, with high morale, even more able to deliver a better education for our students
- To improve team work, staff development and co-operation by effectively distributing leadership and creating new leaders;
- To recognise that excessive hours of work can reduce staff effectiveness
- To recognise that improving workplace communication has a positive outcome for the whole academy workforce

Specific interventions to reduce workload include;

- The reduction in Data Collection Points and Reporting
- Subject specific feedback policies to reduce unnecessary marking
- Staff wellbeing workshops – 3 x whole school
- Full access to the Employee Assistance Programme
- More time dedicated to professional development via a reduction in the school day
- Staff wellbeing committee elected
- Staff access to THRIVE APP to support wellbeing
- Weekly access to an on-site counsellor from the YMCA
- Personalised approach to duties
- Staff laptops for all staff
- Staff wellbeing week
- Weekly staff mindfulness sessions with joint exercise activities and regular wellbeing challenges
- 'The Box' the black box outside the meeting room – where staff can anonymously drop in any suggestions/ comments/ questions