

Noel-Baker Academy Wellbeing Charter

Our core principles are those embedded in our *'Lead, Empower, Achieve and Drive'* philosophy.



Noel-Baker Academy
A L.E.A.D. Academy

LEADING STUDENTS
TO A BRIGHT FUTURE

SCIENTIA POTENTIA EST

- ✔ **Leading** - We are compassionate, considerate and kind. We look out for each other. We welcome and value all members of our community · We encourage each other, and we celebrate our successes.
- ✔ **Empowering** - We empower our students to achieve through our unrelenting focus on hard work, commitment and perseverance. Our staff are our experts and so we provide high quality CPD.
- ✔ **Achieving** - We support staff to use their time efficiently and effectively, so it has the greatest impact on learning and outcomes.
- ✔ **Driving** - We know that with persistent effort and patience, amazing things can be achieved. We recognise staff workload and wellbeing is imperative in our drive to be the best we can be.

TIME MATTERS

We pledge to promote staff self-care as a priority

Noel-Baker Academy is committed to ensuring that **time spent is not time wasted**.

Teaching staff will not;

- Mark all work in books but will give high quality verbal feedback regularly.
- Conduct duties or detentions (*wherever possible).
- Produce individual lesson plans.
- Write written reports.
- Be asked to roll over the timetable in the summer term.
- Be expected to attend meetings during data entry weeks.

ACADEMY PRIORITIES MATTER

We pledge to communicate our priorities clearly, in an appropriate and timely manner

Agreed SLT messages will be conveyed through the most appropriate channels – rarely by email, but by staff briefings and staff voice. Deadlines for staff, predominantly middle leaders, will be centralised and controlled.

Noel-Baker seeks to **keep things simple** and the core expectations of our lesson structure sit at the heart of all we do. We give time to staff to embed new initiatives through a collaborative and supportive ethos.

We are **flexible** and aim to meet the needs of family and home life where possible.

We believe that those working within faculties are best placed to monitor the individual wellbeing of each member of their team.

CULTURE & ETHOS MATTERS

We pledge to uphold our vision and values

At Noel-Baker Academy, everything we do is underpinned by our belief that our students are **entitled** to the very best breadth and depth of provision. We are proud of our students and our community and are determined that Noel-Baker Academy will enable its students to be the very best that they can be.

We see ourselves as an **inclusive learning community** in which we strive to succeed and support each other.

We expect our school community to fully support each of the 9 protected characteristics (Equality Act 2010) to enable each of our members to thrive in a **supportive environment**.

CPD MATTERS

We pledge that all staff will receive the very best CPD, at the cutting edge of teaching and learning research

Noel-Baker Academy is centred around a dedicated team of people who are working together to achieve our mission of delivering an unashamedly academic and **knowledge rich** education to our students. Our CPD programme supports our staff to introduce our students to **the best that has been thought and said**.

All staff will receive a personalised CPD offer that is aligned with the Academy Improvement Plan.

We have an 'open door policy' and we ensure staff feel confident to have conversations regarding their development.