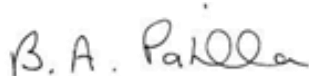


Bigland Green's commitment to staff well-being


The mission of Bigland Green is to increase children's life chances. Governors and staff members prioritise the educational needs and welfare of pupils. The school considers staff well-being and manageable workload as central to achieving the mission. Ensuring a healthy life-work balance while delivering the identified school improvement priorities is one of the key principles underpinning this plan. The school has identified 10 particular support for staff well-being for effective implementation of this improvement plan.

	Unique features of Bigland Green	Approx. cost	Benefits for teachers	Benefits for class-based support staff
1	PPA cover provided in one block and for all the teachers in the Year group at the same time.	£55K	<ul style="list-style-type: none"> Shared expertise & workload High quality planning High quality conversation Better use of non-directed time 	<ul style="list-style-type: none"> High quality planning for the class Greater consistency for team teaching
2	Set teacher in every Year group across the school. KS1 & 2 have three teachers in every Year group to teach English and mathematics.	£155K	<ul style="list-style-type: none"> Shared discussion/ planning Reduced work-load Less time spent on adapting teaching 	<ul style="list-style-type: none"> Support for small groups Pupils making better progress Reduced workload
3	Specialist teachers for (a) art & design; (b) music; (c) PE; (d) Spanish. Classteacher not having to plan, teach or assess for these subjects.	£110K	<ul style="list-style-type: none"> Reduced workload for planning, teaching and assessment More time to focus on interventions 	<ul style="list-style-type: none"> Opportunity to work with different teachers Able to observe subject specialist adapting learning for pupils
4	A full-time Teaching Assistant in every class – from Nursery to Year 6.	£330K	<ul style="list-style-type: none"> High quality support for teaching & learning, and related admin tasks 	<ul style="list-style-type: none"> Job satisfaction and fulfilment – in same class Taking pride in work
5	A specialist team of support staff comprising of (a) specialist reading support; (b) speech and language support; and (c) mentoring support for all pupils in the school.	£95K	<ul style="list-style-type: none"> Better access to curriculum for pupils Targeted support for pupils Able to draw on strategies Better pupils progress 	<ul style="list-style-type: none"> Able to focus on curriculum Able to focus on different priorities and support interventions
6	Exceptional CPD opportunities during directed/working time as well as chances to attend training/courses provided by external providers.	£20K	<ul style="list-style-type: none"> Opportunities to develop Support for professional growth Supporting pedagogy and subject knowledge 	<ul style="list-style-type: none"> Opportunities to refresh and gain new knowledge. Better understanding of other Year groups and pupils in the school.
7	A class budget for trips and visits as well as a class budget for general expenditure which teachers spend as they see fit.	£15K	<ul style="list-style-type: none"> Reduced mental load Curriculum enrichment Cultural capital for pupils Resources for classroom 	<ul style="list-style-type: none"> Useful resources for class Able to get best possible resources to support great learning
8	A full-time computing technician providing technical and learning support. Up-to-date technology to support learning.	£20K	<ul style="list-style-type: none"> Reduced teacher stress Support with development of IT skills 	<ul style="list-style-type: none"> Support available when needed Equipment ready for use CPD opportunities for all
9	A spacious and modern working environment with a designated school library.	£10K	<ul style="list-style-type: none"> Space to work with groups and individuals Conducive environment 	<ul style="list-style-type: none"> Pleasant environment Able to support pupils learning
10	Leadership structure – all AHTs involved in teaching and having an insight into the challenges faced by teachers on a daily basis	—	<ul style="list-style-type: none"> Supportive and caring leadership Personal and professional support Leading by example 	<ul style="list-style-type: none"> Learning from experienced teachers Receiving good quality support and professional advice

The school is fully committed to ensuring the highest level of well-being for all staff members, and will ensure that everyone benefits from the above at Bigland Green.


Barbara Patilla
 Chair of Governors


Tanzila Hussain
 Staff Governor


Abdul-Hayee Murshad
 Headteacher

Bigland Green ~ a great place to learn & grow