

**A recent report on, ‘Teacher well-being at work in schools and further education providers’ (Ofsted July 2019) made some recommendations. This is a summary of our response.**

<b>Recommendation</b>	<b>What we already do</b>
Fully support teachers to implement behaviour policies consistently and ensure that the overall school culture helps to optimise pupils’ behaviour	Whole school Positive Behaviour for Learning Strategy in place. Clear support mechanisms in place to support staff. Inspire, Achieve, Celebrate permeates our whole school culture.
To reduce teachers’ workload leaders should familiarise themselves with the Department for Education (DfE)’s guidance to reduce workload in the areas of marking, administrative tasks and lesson planning.	We are familiar with the guidance and other reports on workload and we have used these to review our practice and implement changes to support staff. We continue to focus on ways to further reduce workload and engage with staff in this process.
Senior leaders should ensure that parents are informed about the most appropriate ways of raising concern and that they have appropriate mechanisms to respond to parents.	We have clear guidance for parents. This was initially communicated to them by letter and for their convenience is also publicised on our school website. We have clear policies in place, and these are also available on our website.
Develop staff well-being by creating a positive and collegial working environment in which staff feel supported, valued and listened to.	We have a collaborative culture, which is characterised by mutual support. There is a strong sense of teamwork, shared values and a positive, inclusive and compassionate and friendly ethos. This was wholeheartedly endorsed through our staff survey and visitors to our school frequently comment on the friendly ethos.
We found that a positive working environment is a predictor of staff well-being.	We have an active Health, Safety, and Wellbeing Group. As a school we continue to actively explore ways to further support wellbeing in the workplace and this is always a priority for us.
Familiarise yourselves and your staff with the new education inspection framework (EIF) to avoid unnecessary workload.	We are already familiar with the new EIF and the changes within it.