

Validation Report



Staff Wellbeing Award

GOLD

SCHOOL: Park End Primary School

ACCREDITATION DATE: 13/Jul/2023



ACCREDITED

Benchmark	Comments on impact identified during validation
Make the workload manageable	<p>This area has been particularly successful with staff feedback indicating that the various changes put in place have had a significant impact on staff workload. It is good to see that the school is continuing to monitor the impact of these changes and focusing on key areas such as ensuring that the frequency of meetings suits, as far as possible, the wishes of all staff.</p>
Create a supportive staff community	<p>It is clear from feedback that staff feel well supported at the school. Giving staff access to the Mental Health Huddle (MHH) sessions is a great idea and it's good to see that some are accessing this support. The suggestions for future development - e.g. the introduction of a menopause policy etc - are excellent.</p>
Create a positive and healthy working environment	<p>The improvements to the staff room etc have clearly had a positive effect on staff wellbeing with more staff accessing the facilities than previously. It was also good to hear about plans to introduce more after school activities for staff.</p>

Benchmark	Comments on impact identified during validation
Show staff appreciation	Some lovely, straightforward ideas here such as the termly pizza lunch, birthday banners, additional 'thank yous' etc which are clearly appreciated by staff. I particularly enjoyed reading the comment from the staff member who had been wished happy birthday throughout the day by pupils! It is good to see that the school is still keen to listen to suggestions - for example about varying starting times for activities for staff with a range of out-of-work responsibilities.
Help staff achieve a healthy work-life balance	Again, the school have clearly thought carefully about this. In particular, the fortnightly PPA day that can be taken at home has clearly had a significant positive impact on wellbeing.
Coordinate support for staff wellbeing	The school have significantly developed provision in this area - for example with the training of a SMHL and the Mental Health Huddle sessions which have been accessed by a number of staff.
Support staff personal and professional development	It was good to hear about the new focus on outdoor learning and how this has impacted positively on staff wellbeing. There is clearly good practice here but surveys also suggest that staff would like more opportunities for individualised CPD so continue to focus on identifying and signposting them to particular courses etc.

Benchmark	Comments on impact identified during validation
Give teachers more professional control over decision-making	The gradual shift from lesson observations to an emphasis on lesson study should help to make the process less stressfull as well as giving staff more control over their own development. Make sure to carefully analyse the impact of this. Staff clearly have a voice and feel included in decision making across the school and leaders are thoughtful about how to give staff different levels of responsibility and challenge to suit their wishes.

Benchmark	Comments on evidence provided
Make the workload manageable	
Create a supportive staff community	
Create a positive and healthy working environment	
Show staff appreciation	
Help staff achieve a healthy work–life balance	
Coordinate support for staff wellbeing	
Support staff personal and professional development	
Give teachers more professional control over decision-making	

Benchmark	Evidence files
Make the workload manageable	Focus group interview_1.docx (22.75 KB) Interviews October 2022_1.docx (22.32 KB) Survey evidence_1.docx (122.25 KB)
Create a supportive staff community	2023 Survey_0.docx (28.09 KB) Interviews October 2022.docx New_0.docx (22.22 KB) Survey evidence_1.docx (114.86 KB)

Benchmark	Evidence files
Create a positive and healthy working environment	Interview questions_0.docx (22.67 KB) Interviews October 2022_0.docx (22.21 KB)
Show staff appreciation	Interview October evidence.docx (22.72 KB) Interview questions.docx (22.69 KB) Survey evidence.docx (212.32 KB)
Help staff achieve a healthy work–life balance	Interview questions.docx (22.87 KB) September 2022.docx (20.78 KB) Staff survey April 2023.docx (30.39 KB)
Coordinate support for staff wellbeing	September interview 2022.docx (21.16 KB) Staff survey April 2023.docx (23.95 KB)
Support staff personal and professional development	April 2023 survey.docx (24.90 KB) Interview questions CS.docx (21.95 KB) Survey evidence.docx (116.95 KB)
Give teachers more professional control over decision-making	Interview questions.docx (22.73 KB) Survey evidence.docx (217.93 KB)

Overall comments

Although initial staff feedback around wellbeing was broadly good, I was particularly impressed by how Emily and her colleagues have focused on making things ever better and continuing to monitor and improve provision as well as giving staff a say in decision making and career development. The school understands that needs are constantly changing and that it is important to keep reviewing and moving forward.

Areas for further development

Keep checking the impact of specific areas of provision. Ensure that, for example, all staff feel happy to share concerns with colleagues and focus on monitoring the specific impact of lesson study, outdoor learning, the MHH etc. The combination of surveys, focus groups and 121 interviews that you have established should serve you well here and enable you to collect detail on specific areas of provision.

Conduct your general surveys separately with different groups of staff to see if experiences differ across roles, key stages etc.

Use appraisals and other LM processes to identify individual developmental and wellbeing needs and signpost staff to specific courses, support etc.

Validator recommendation

Recommendation status: I recommend that the school is accredited for this award