



South Lake Primary School Staff Offer

School leaders at South Lake are committed to ensuring that all our staff are supported well so that they can thrive. We believe that a positive workplace brings benefits to all who work and learn here.

Staff at South Lake have:

- Protected PPA time of at least 10% for teaching staff, which may be taken off-site
- Paid access to the school wellbeing service, including counselling, physiotherapy and menopause care
- Supportive CPD with non-intrusive monitoring (not formal lesson observations for all)
- Capped meeting times
- Streamlined planning processes
- An effective feedback and assessment policy that reduces workload
- Electronically generated data systems that reduce report-writing time
- School hours only email policy
- Strong leadership support for children with additional needs
- Friendly, approachable leaders
- Parenting –
 - Access to pre-natal appointments
 - KIT days
 - Online staff meetings
 - Flexible return to work
 - Access to private room for expressing
 - Release to drop off and pick up own children for key events
 - Discounted wrap-around care for children attending South Lake
 - Up to three paid days a year for parental care if your child is unwell
- Caring –
 - Up to three paid days a year for care duties so you can attend appointments.