



KESH

Wellbeing Charter

Introduce wellbeing leaders

A designated leader / team can monitor and maintain the effectiveness of wellbeing initiatives

We provide...

- Well being committee
- Staff to be given access to CPD training to support, develop and enhance wellbeing initiatives. Networking opportunities provided with Wellbeing Governor and other schools in the Foundation, to share good practice.

Encourage Real breaks

Real breaks are critical to wellbeing, they come back feeling physically and mentally refreshed

We provide...

- Allocated Staff room
- Tea & Toast Friday brings people together and encourages a break
- Encourage staff to get out in nature, e.g. maintaining an area outside where we grow things plants, veg etc. or encourage walk & talk meetings

Healthy Relationships

Healthy relationships with colleagues are incredibly important for wellbeing, good relationships has been linked to improved job performance

We provide...

- Social event team who organise after school events
- Wellbeing on the agenda during departmental meetings. Findings fed back to line managers to help address/discuss issues/concerns.
- Everyone adhering to our core values of CARE.

Make it easy for staff to make health choices

Offering healthy snacks will encourage staff to prioritise their physical wellbeing, while also reducing any post sugar rush slumps

We provide...

- Free Fruit in staff room
- Football Friday
- Staff Rounder's
- Promotion of fitness suite which is available for staff to use on a Friday from 3.10pm and week days from 4pm

Survey your teams

Collecting regular feedback will determine how they are feeling and allows effect decisions to be made and focus on what's most important for the team

We provide...

- Termly survey to staff
- Meetings with line managers to discuss wellbeing concerns/issues/initiatives
- Wellbeing a stanging agenda item at department meetings.

Create a comfortable work environment

Our environment greatly affects our well being.

We provide...

- New, well-equip building
- Designated staff room
- Developing staff room / work rooms
- Colourful displays

Arrange well being workshops

Holding workshops on mindfulness, stress management, yoga can help relieve stress

We provide...

- Cooking/drumming/creative workshops.

Provide an Employee Assistance programme

An EAP provides confidential counselling to staff to help with problems affecting their well being

We provide...

- Employee assist.org.uk
- Staff wellbeing webpage.

Help employees to work towards long term goals

Helping Employees develop their careers and achieve their goals is a key way of encouraging mental well being.

We provide...

- Training
- HoDs to discuss career aspirations with teams during performance management process and things put in place to help achieve them.

Reward & Recognise

Rewarding and recognising hard work can increase confidence and name people feel valued for the contributions they're making

We provide...

- "you have been mugged"
- Star of the month
- Performance development

