



KESH

Staff Wellbeing 2022/23

Autumn	Spring	Summer
<p><i>Core Values – Compassion</i></p>	<p><i>Core Values – Aspiration</i></p>	<p><i>Core values – Respect & Equality</i></p>
<p>Encourage Real breaks Real breaks are critical to wellbeing, to come back feeling physically and mentally refreshed</p> <p>Healthy Relationships Healthy relationships with colleagues are incredibly important for wellbeing, good relationships has been linked to improved job performance</p> <p>Reward & Recognise Rewarding and recognising hard work can increase confidence and named people feel valued for the contributions they're making</p>	<p>Arrange wellbeing workshops/activities Holding sessions on mindfulness, stress management and yoga can help relieve stress</p> <p>Help employees to work towards long term goals Helping Employees develop their careers and achieve their goals is a key way of encouraging mental wellbeing</p>	<p>Create a comfortable work environment Our environment greatly affects our wellbeing</p> <p>Survey your teams Collecting regular feedback will determine how staff are feeling and allows for effective decisions to be made and focus on what's most important for the team</p>
<p>We provide...</p> <hr/> <p>Allocated Staff room</p> <hr/> <p>Tea & Toast Friday brings people together and encourages a break</p> <hr/> <p>Social event team who organise after school events</p> <hr/> <p>Wellbeing on the agenda during departmental meetings. Findings fed back to line managers to help address/discuss issues/concerns.</p> <hr/> <p>Everyone adhering to our core values of CARE.</p> <hr/> <p>We provide...</p> <hr/> <p>"you have been mugged"</p> <hr/> <p>Star of the month</p> <hr/> <p>Performance development</p>	<p>We provide...</p> <hr/> <p>Cooking/drumming/creative workshops/ staff Friday football/rounders and access to fitness suite</p> <hr/> <p>Training</p> <hr/> <p>HoDs to discuss career aspirations with teams during performance management process and things put in place to help achieve them</p>	<p>We provide...</p> <hr/> <p>New, well-equipped building</p> <hr/> <p>Designated staff room</p> <hr/> <p>Developing staff room / work rooms</p> <hr/> <p>Colourful displays</p> <hr/> <p>Termly survey to staff</p> <hr/> <p>Meetings with line managers to discuss wellbeing concerns/issues/initiatives</p> <hr/> <p>Wellbeing – a standing agenda item at department meetings</p>
<p>Next Steps Wellbeing team meeting – 29/09/2022 & 08/10/2022</p>	<p>Next Steps Wellbeing team meeting – 10/01/2023 & 20/03/2023</p>	<p>Next Steps Wellbeing team meeting – 16/05/2023 & 22/06/2023</p>