



# Wellbeing Charter

## Introduce wellbeing leaders

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

### We provide...

- Wellbeing 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.
- Foundation Conference which offers Wellbeing sessions.

## 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
- Designated kitchenette with full facilities
- Free tea and coffee at Parents' Evening for all staff and volunteers.

## 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.
- Team building activities
- All staff are given a birthday card from the Academy.

## Make it easy for staff to make healthy 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
- Cycle Scheme

## 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 standing agenda item at department meetings.

## Create a comfortable work environment

*Our environment greatly affects our wellbeing.*

### We provide...

- New, well-equipped building
- Designated staff room
- Developing staff room / work rooms
- Colourful displays
- Reflection room
- Free secure parking

## Arrange well being workshops

*Holding sessions on mindfulness, stress management, yoga can help relieve stress*

### We provide...

- Cooking/drumming/creative workshops.
- Baking workshops
- Meditation and sound healing event.

## 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 wellbeing.*

### 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





# Staff Wellbeing 2023/24

Autumn	Spring	Summer
<b>KEY PROGRAMME WORK/LIFE BALANCE</b>	<b>KEY PROGRAMME RESILIENCE</b>	<b>KEY PROGRAMME TEAM BUILDING</b>
<i>Core Values – Compassion</i>	<i>Core Values – Aspiration</i>	<i>Core values – Respect &amp; Equality</i>
<p><b>Encourage Real breaks</b> Real breaks are critical to wellbeing, to come back feeling physically and mentally refreshed</p> <p><b>Healthy Relationships</b> Healthy relationships with colleagues are incredibly important for wellbeing, good relationships has been linked to improved job performance</p> <p><b>Reward &amp; Recognise</b> Rewarding and recognising hard work can increase confidence and named people feel valued for the contributions they're making</p>	<p><b>Arrange wellbeing workshops/activities</b> Holding sessions on mindfulness, stress management and yoga can help relieve stress</p> <p><b>Help employees to work towards long term goals</b> Helping Employees develop their careers and achieve their goals is a key way of encouraging mental wellbeing</p>	<p><b>Create a comfortable work environment</b> Our environment greatly affects our wellbeing</p> <p><b>Survey your teams</b> 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><b>We provide...</b></p> <hr/> <p>Allocated Staff room</p> <hr/> <p>Tea &amp; 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><b>We provide...</b></p> <hr/> <p>"you have been mugged"</p> <hr/> <p>Star of the month</p> <hr/> <p>Performance development</p>	<p><b>We provide...</b></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><b>We provide...</b></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><b>Next Steps Wellbeing team meeting –</b> 14/12/2023</p>	<p><b>Next Steps Wellbeing team meeting –</b> 25/01/2024 &amp; 7/03/2024</p>	<p><b>Next Steps Wellbeing team meeting –</b> 02/05/2024 &amp; 20/06/2024</p>