

Our staff wellbeing charter.



We work in education because we want to help young people grow into successful, responsible adults. That is both a privilege and a responsibility and it requires expertise and resilience on our part. We do our jobs best when we are highly skilled, confident practitioners working in supportive

teams with strong leadership. We welcome stability and predictability just like the students do. The students rely on us and we have a responsibility both individually and as an organisation to ensure that we take care of ourselves and each other so that we are able to take care of them.

We therefore commit to the following steps:

<p>1</p> <p>We will observe each other with compassion and, when we see that someone appears unhappy or upset, will take the time to talk to them.</p>	<p>2</p> <p>We will embrace and support flexible working when possible.</p>	<p>3</p> <p>We will consider work/life balance in our strategic planning.</p>	<p>4</p> <p>We will continue to offer one day a year of paid leave for every member of staff as a wellbeing day.</p>	<p>5</p> <p>We will offer high quality, continuous professional development for all, with career development mentoring available for any who want it.</p>	<p>6</p> <p>We will recognise staff effectiveness with personal postcards*.</p>
<p>7</p> <p>We will ensure that there is a senior leader on call every period of every day to support staff with student behaviour.</p>	<p>8</p> <p>We will organise detentions centrally and staff them with senior leaders.</p>	<p>9</p> <p>We will provide free tea and coffee in the staff room.</p>	<p>10</p> <p>We will help staff to return to work after a period of illness with adaptations or adjustments where possible.</p>	<p>11</p> <p>We will publicise the care-first wellbeing service widely around adult spaces in the school.</p>	<p>12</p> <p>We will convene in a wellbeing forum to discuss ways to further enhance and secure staff wellbeing.</p>

Excellent schools start with excellent staff.
Thank you for all you do.

* If you would like to nominate a colleague, please email Kirsty with brief details



SAMUEL WARD