

Staff Wellbeing Policy

Our Trust and school statement of commitment

Board Approved Date:	October 2021
Version:	0.1
Author Initials:	TH
Review Date:	October 2022

1. Our Trust Commitment

- It is imperative that all stakeholders of the Education South West i.e. Trustees, governors, headteachers, senior leaders, staff, parents and students feel supported and happy.
- We must focus attention on how important the workload and wellbeing agenda is to our procedures including workload management, recruitment and retention, succession planning and our aim for a positive and supportive culture in all our schools.
- The following pledges reflect our commitment to addressing workload and wellbeing.

It is the expectation that each school will adopt the ESW Trust Policy and will write a specific commitment to staff well-being statement as is appropriate to their setting.

This policy supports our Trust Strategic Priorities 2020-2026

1. Recovery from Covid -19 pandemic
2. Be a leader in the sector; working with and for others for the greater good
3. Invest in and develop our training and our Trust structures
4. Develop leadership potential whilst managing talent
5. Increase quality of education provision and outcomes in all our schools

2. Key features at every level of the wellbeing statement for the Trust

- Feel respected at all times.
- Never jump to conclusions regarding individuals.
- Discuss wellbeing and workload at all meetings.
- Never expect additional information other than what is asked for.
- Follow policies and procedures and respect time needed for tasks.
- Consider workload when initiating strategies.
- Support people to manage their workload.
- Manageable assessment – ‘live’ marking / purple pen.
- Share resources / curriculum development across the MAT to reduce workload.
- Support the culture of wellbeing for students – rewards and consequences.
- Everyone feels comfortable to raise concerns about the school.

3. Key features of a Trust school statement of commitment

- Ensure that relational policy and practice is at the forefront of our interactions with students and between staff so that we all feel safe, secure and understood.
- Ensure that our curriculum and staff development teach our students and staff about maintaining mental health and wellbeing and gives strategies to support this.
- Develop support plans and interventions for students which support social, emotional and mental health and wellbeing.
- Provide CPD which gives staff the skills and knowledge to teach wellbeing in practice.
- Integrate our work on wellbeing with our ethos as a Rights Respecting School: students feel their opinion is heard (UNCRC article 12) and that they can enjoy the best possible health (UNCRC article 24).
- Support school staff to maintain their own wellbeing by setting an appropriate workload.
- Signpost to and/or provide school staff with clear access to support structures which support wellbeing.
- Provide access to professional learning for our staff so that they feel valued and developed as members of our community.

- Seek the views of our wider school community and share information about wellbeing with them.
- Collaborate and share good practice with other schools as part of the trust and teaching school community.