

**Staff Wellbeing**



 **Give staff the support they need to take**

 **responsibility for their own and**

 **others wellbeing**

Staff code of conduct/handbook

Access to Care First package (self referral)

Half termly wellbeing newsletters (parents/staff)

Saff trained in Yoga and Growth Mindset

Support services signposted around school

 Zumba sessions

Drop-in well-being sessions with DHT/AHT

 **Prioritise staff mental health**

Mentors assigned to ECT’s/new staff

Induction meetings for new staff

An open culture around mental health is promoted

Secret friend

WW breakfast

Staff tuckshop

Happiness team social events e.g. Christmas/Summer parties

Menopause policy



 **Establish a clear communication policy**

Weekly briefings Mon & Fri am

Minutes from briefing/meetings emailed to staff

**Give mangers access to the tools and**

**resources they need to support the**

**wellbeing of those they line manage**

Subject leaders allocated protected time for meetings Time to attend courses to upskill

****

****

 **Drive down unnecessary workload**

Directed hours shared at the start of the year

PPA to plan together, network, share ideas

INSET for key online training

Paperwork streamlined to avoid duplication

Diary of events TDM/SSDM, twilight shared in advance

Staff emails reduced @ravenshall (groups)

 **Give staff a voice in decision making**

Leadership meetings

Phase meetings

TDM/SSDM

Staff consulted on key issues where appropriate





**Champion and enable flexible working.**

My Sam absence/leave

Time in lieu

**Include a sub strategy for protecting**

**leader wellbeing and mental health**

Members of Leadership and SLT have access to professional coaching sessions. (external provider)



**Support all staff to progress in their careers**

CPD undertaken by staff to develop

skills and expertise

CPD aligned to the Standard for Teachers

Professional Development

Staff encouraged to complete training focusing on mental health and wellbeing via KKIM

* Staff encouraged and supported to complete NPQ training for senior leadership

****

 **Create a good behaviour culture**

Positive Relationships & Engagement for Learning

Whole school EFL targets/rewards system

Twilight Positive Behaviour Support for all staff

Resources purchased to create calm/safe regulation areas in classrooms

SSDM: - Staff showcase skills and share ideas

SLT break & lunchtime duty rota

SS duty rota

Variety of lunchtime clubs

Targeted interventions to support pupils

* More staff outside on duty: - rota has been implemented and all teachers out for last 15 minutes.
* Lunchtime clubs for pupils has reduced CPOM incidents.
* SLT daily break & lunchtime duty rota
* More staff outside on duty: - rota has been implemented and all teachers out for last 15 minutes.
* Lunchtime clubs for pupils has reduced CPOM incidents.
* Use of Outdoor gym equipment
* for Learning policy
* EFL relaunched and rewards system.
* PHPI training for staff who requested it.
* SSDM: - Has returned for staff to showcase their skills and share ideas.
* SLT daily break & lunchtime duty rota
* More staff outside on duty: - rota has been implemented and all teachers out for last 15 minutes.
* Lunchtime clubs for pupils has reduced CPOM incidents.
* Use of Outdoor gym equipment

**Hold ourselves accountable by**

**measuring staff wellbeing**

Wellbeing surveys acted upon by SLT

Monitoring staff absence (phased returns)

Return to work conducted with a focus on wellbeing

Identifying training needs



https://www.gov.uk/guidance/education-staff-wellbeing-charter