



WELLBEING CHARTER

We reduce your workload...

- Setting out the yearly meetings and training in the yearly planner to ensure there are no clusters of meetings
- Ensuring any deadlines are communicated in good time through the weekly staff bulletin
- Ensuring staff have access to regular and appropriate CPD for their roles
- Having regular wellbeing committee meetings including members across the staff team to raise any concerns
- Sending out regular whole staff wellbeing questionnaires
- Only holding essential staff briefings
- Modelling work/life balance across the whole staff team
- Only one piece of work to have detailed marking per week, per subject
- Curriculum time to plan collaboratively and share

We show your wellbeing is valued by...

- Half termly breakfast briefings for staff
- Sending out regular staff 'thank you's' in the bulletin
- Sending 'Thank you' postcards across the school
- Recognising national days such as LSA and teacher days
- Mentoring and buddying up new members of staff to support starting The Grove
- Providing training in order to support both new and experienced teachers with The Grove processes and systems
- Supporting professional development of ALL staff
- Accommodating flexible working in school for members of staff who need additional support
- Making sure meetings are well chaired and finish on time within staff working hours
- Holding regular staff wellbeing zoom forums
- Having a staff wellbeing 'suggestion box' with feedback in the bulletin about the steps that are being taken to address any issues raised
- Using trust wide services to support The Grove staff such as occupational health support and benefits from BUPA with regular reference to the services available
- Completing individual risk assessments with staff
- Having access to the Trust wide Wellbeing Handbook

We work within the Trust to ensure...

- That good health and positive wellbeing is actively developed through appropriate management policies and procedures
- Staff have a clear understanding of their roles, responsibilities, personal strengths and areas for improvement using our PM platform
- There are clear expectations with recognition and opportunity
- Staff feel valued and appreciated through employee engagement initiatives, consultation and feedback culture
- We protect employees mental health through prevention and early interventions. Providing access to OHS, advice, support and counselling through the Employee Assistance Program (EAP)
- Free 'Headspace' subscriptions for all staff
- Through collaboration, staff wellbeing is embedded into relevant training, standards and guidance throughout the year
- We build a package which offers a range of staff benefits including access to an employee healthcare scheme, EAP, cycle to work, tech scheme, season loans, corporate gym discounts, annual flu vaccines and more
- Fostering the Trust/schools culture and systems
- Access to a range of online and face-to-face CPD opportunities
- Develop manager's skills and knowledge to have effective mental health/wellbeing conversations with teams
- We build strong relationships across partner schools and the wider community

