

OUR VALUES
Empowerment
Integrity
Respect

Staff wellbeing

All staff MUST read and sign our Staff Code of Conduct



March 2026

Positive Culture

All staff have access to a coach
Reflective practice

Wellbeing Wednesdays

Half termly problem solving team building (PSTB) sessions

Annual staff achievement certificates

All staff have a wellbeing appraisal target

Long service awards

Bereavement support

Skills

Teachers encouraged to pursue NPQ qualifications

Teaching assistant progression pathways supported

Six week induction programme for all staff

PBS plans co-written with teachers, leaders and CAMHS

Weekly behaviour clinics

Communicate

Leaders' open door policy, headteacher catch-ups

Staff shout outs and Teams 'Thank You' messages

Confidential 'low level concerns' form



Staff wellbeing a standing item at meetings including weekly leadership meetings

Good mental health

Mental Health First Aiders trained across the school - see below for who to contact

Staff struggling with mental health have nominated leader

Employee Assistance Programme on 0808 196 1441 or download MCL Medics EAP app, create account and use code 861525



Free subscription to Headspace App

Staff Voice

Staff wellbeing group

Annual whole school self-evaluation informs school development plan

Staff wellbeing and mental health surveys

Monthly 'Raise and Praise' meetings to listen to celebrate what is working, any issues and put solutions in place

Environment

Have a cuppa! We provide free tea, coffee, milk

Termly staff breakfast

Teachers given laptops and iPads for school work

Where needed staff provided with specialist equipment, including chairs

Car parking for staff with a disability

Staff concerns about the environment are addressed pro-actively

Reduce workload

No-meetings weeks

Additional out of class time each week for teachers for EFL

Streamlined paperwork online and with less 'data drops'

TAs have additional 15 mins paid break time every day

Teachers and leaders able to work from home for PPA

Stay healthy

Staff cycle to work scheme

Council gym membership scheme

Free eye tests for those using screens

Occupational health advice

School based manual handling specialist with back-care advice

Fit for work meeting following all sickness absence

Work Life Balance

Generous special leave

Staff tech scheme

Season ticket loans

Welfare loans and money advice

No teams messages or emails outside of 8:30 - 5:00 and only on working days

Wellbeing raffles with prizes including cinema, theatre, cash

Be kinder than is necessary - everyone you meet is fighting some kind of battle

Five ways to wellbeing ...

CONNECT

Talk and listen
Look out for others' wellbeing
'Mood contagion' is a thing - a resilient mind-set protects you from negativity in others

GIVE

Give your time and your words
Look after yourself - you can't pour from an empty cup
You set the tone - you set the weather

TAKE NOTICE

Simple things give you joy.
Leave things better than you found them
Focus on what's strong not what's wrong
Be aware of the energy you bring

KEEP LEARNING

Embrace new experiences
High challenge - high support
Be reflective and admit mistakes

BE ACTIVE

Positivity is a choice
Be consistent and intentional
Be conscious of your 'emotional footprint' when entering or leaving a room
Have a 'to be' list as well as a 'to do' list

