



Wellbeing Charter

Barr Beacon School

Activity/Event
The school has signed up to the Wellbeing Charter which has been shared with staff.
The Wellbeing Charter is regularly revisited as an audit tool to drive forward provision in our schools.
There is a dedicated page of the school website for workload and wellbeing that is regularly updated.
Birthdays for staff are recognised and celebrated as our life events from Leadership e.g. cards for a new baby or engagement
There are regular opportunities to thank staff through thank you cards or staff shout outs from leadership and from their peers.
Staff are all aware of the SAS service and this is regularly shared with staff and signposted as appropriate.
There is close liaison between the wellbeing lead and HR to ensure the ongoing wellbeing of staff and appropriate support put in place as required.
There are regular opportunities for staff to come together such as Time to Talk or staff wellbeing activities/social events (relevant to each school setting). All staff are aware of these activities and feel included and able to join.
Staff wellbeing features as part of the SIP and SEF
A member of leadership has responsibility for staff wellbeing – L Best
Wellbeing features on all agendas and any concerns are fed back to either the wellbeing or HR lead (whoever is most appropriate)
There is evaluation of the impact of wellbeing measures, and this is used to drive further change – Staff Stay surveys
Annual flu jab offered to all staff
Annual wellbeing check offered to all staff
Trust Day
Matrix staff benefits shared with all staff and signposting to benefits locally as appropriate
Staff survey including support staff (or equivalent way to gather views) and Trust survey.
You Said We Did feedback from staff survey with actions addressed and steps taken fed back to staff.
Cross faculty workload and wellbeing group that meets at least each term (depending on stage of school)
You Said we Did feedback from cross faculty wellbeing group to staff
Time to Talk and wellbeing events
Wellbeing features as part of policy decision making at leadership level and the member of leadership champions staff wellbeing
Agreed email guidance
National recognition days are celebrated
Staff refreshments as part of training days, CPD and as a thank you e.g. bacon butties
Support for new staff in line with Matrix new staff induction programme
High profile staff events where staff come together e.g. staff panto or Xmas Teach Meet
Time provided to complete additional tasks e.g. briefing provided to complete staff survey

Thank you cards from pupils
ECT Plus Programme in place
Return from maternity leave programme and provision in place (or paternity leave)
Padlet in place to reduce emails
Duties take account of teaching commitments and timetable
Sharing effective practice opportunities through CPD
Signposting professional development opportunities for staff and cross Trust expertise
Initiatives individual to each school that promote wellbeing and boost morale such as staff treats, Secret Sants, coffee van on moderation day.
A clear and comprehensive statement that shares with staff what the school does for workload and wellbeing and a shared mental health calendar that charts pupil and staff events for wellbeing throughout the year.
Planned support for staff mental health as part of HR and being aware/looking out for signs of concerns with staff wellbeing. Regular check ins. Liaison with appropriate members of Leadership to support e.g. Q of E lead.
Ongoing systems to raise concerns and open-door policy for wellbeing lead and HR (or line managers)
Clear and supportive line management system with dedicated time to meet

