Employee

Wellbeing Charter

Introduction

The Department for Education (DfE) has developed a Wellbeing Charter for all staff working within education settings in England and sets out the commitments to protect and promote the wellbeing of education staff.

As a Trust we recognise the value of promoting wellbeing across all our academies and have developed our own Employee Wellbeing Charter that goes above and beyond the DfE standard. This document outlines our commitment to the wellbeing of all employees, detailing the policies, practices and services we employ to support our staff. We are committed to regularly reviewing the charter to ensure it remains relevant.

This charter reflects our commitment to creating a supportive and considerate work environment, where staff feel valued. By prioritising wellbeing, we aim to empower our staff to thrive both personally and professionally.

Wellbeing Offer

Supportive Work Environment

- Holistic Employee Assistance Programme: We provide comprehensive support through our Employee Assistance Programme (EAP), offering various services to help staff manage personal and work-related challenges. Services include:
    - **Counselling Services**
    - **Mindfulness Services**
    - **Weight Management**
    - **Physiotherapy**
    - **GP Helpline**
    - **Cancer & Chronic Illness Support**
    - **Menopause Support**
    - **Nurse Support**
    - **Whole School & Leadership Support**
    - **Private Medical Operations**

- Mental Health First Aid: Trained staff members are available across the Trust to support colleagues experiencing mental health issues, ensuring they have access to the necessary resources and support.

- Health and Wellbeing Initiatives: Regular wellbeing activities, workshops, and health checks are provided to promote a healthy work-life balance.

- Staff are encouraged to manage their workload effectively, with support from line managers to ensure fairness and prevent burnout.

- The Trust promotes a rational approach to emails, data collection, and meetings to reduce unnecessary workload and stress.

Work-Life Balance

- Flexible Working Arrangements: We encourage flexible working patterns where possible to help staff manage their personal commitments alongside their professional responsibilities.

- No Out-of-Hours Email Expectation: There is no expectation for staff to respond to emails outside of working hours, except in serious or safeguarding situations.

- Family Leave Policies: Our innovative family leave policy provides additional leave days for specific family-related reasons, supporting staff to manage their personal lives effectively.

Continuous Professional Development

- Career Development Opportunities: Access to high-quality Continuous Professional Development (CPD) tailored to individual career aspirations, including leadership training and cross-Trust opportunities, ensures ongoing personal and professional growth.

- Career progression within and across the Trust is actively supported, with clear pathways for staff to advance in their careers.

- We offer a variety of leadership development programmes and secondment opportunities to foster growth and expertise.

Positive Work Environment

- We prioritise a culture of mutual respect, inclusion, and support across all schools in the Trust.

- Staff wellbeing is central to our operations, with a focus on fostering positive relationships and a collaborative atmosphere.

- We maintain open and transparent communication channels, ensuring that staff feedback is heard and acted upon.

Recognition and Reward

- We acknowledge and celebrate the contributions of our staff through regular feedback, recognition, and competitive compensation.

- Our reward system includes fair salaries, pension schemes, and additional benefits that reflect the hard work and dedication of our team.

Inclusive and Equitable Practices

- We are committed to equality, diversity, and inclusion. We ensure that all staff are treated fairly and with respect, regardless of their background or role.

- The Trust promotes a non-hierarchical approach to development, encouraging peer learning and support.