

Staff Wellbeing – Our 5 Tenets



School Culture



Time and
Workload



Relationships
and Trust



Feeling Valued
and cared for



Making a
Difference



School Culture



We endeavour to protect, promote and enhance Mental Health and Wellbeing of everybody working in school; aiming to destigmatise and open a frank and honest conversation.

We aim to be preventive rather than reactive with our attitude to MHWB; creating sustainable and adaptable routines that can support all and our wellbeing.

We promote agency and responsibility for Mental Health and Wellbeing asking the questions ‘what are you doing for **your** mental health?’ as well as ‘what can **we** do to support you?’



Time and Workload



We work to support all reasonable leave of absence requests where possible using internal cover. This includes, time off for children's school activities.

All evening events now finish at 8 pm at the latest.

We have a Trust wide wellbeing day each year in November to give a long weekend; allowing staff to do something they find relaxing, enjoyable or rewarding. This is scheduled at an identified pressure point in the year.

Tracking for each year group is limited to two data drops in the year. Limited information is input by staff – we only collect what is useful and informs interventions and progress.

We have calculated the directed time for teachers, and we are well below the limit of 1265.

The calendar and the weekly bulletin give staff advance notice of key events. Briefings each morning keep lines of communication open



Relationships



Staffroom committee organise a range of events throughout the year, including team building activities and celebrations.

Colleagues collaborate and share the best practice through department time. This subject specific approach enables departments to work on their own priorities throughout the year.

We offer support from our wellbeing department to drop in before school and after school to have a non-judgemental conversation.



Relationships



On Call continues to support teachers in a way that is proactive; checking in on every classroom each period.

We believe that it is good to talk. Emails are switched off between 7pm and 6am, Monday to Friday and at weekends to support a healthy work-life balance. We continue to innovate in order to reduce the number of emails sent.

We encourage staff to share messages in the weekly briefing sessions which give opportunities to share successes, inform and ask questions.



Feeling Valued and cared for



We appreciate staff for contributing to the school community and frequently give celebration cards.

We have a Performance Development training day each year in October and a Teaching and Learning day across the Trust in November. These days provide colleagues with the opportunity to reflect and engage with research.

We always begin with 'why' when explaining any change and consider the impact this will have on all staff's workload and wellbeing.

We recognise and reward staff who have gone above and beyond to cover for absent colleagues.

SLT prioritise change and delay where necessary in line with feedback from staff on key pressures.

We actively engage with Occupational Health to inform us of additional support for staff who are struggling, using their advice to guide us around further referrals.



Making a Difference



We recognise that one of the main reasons people work in school is to make a positive difference to young peoples' lives and the desire to work with children and young people.

We understand and support subject knowledge enhancement. 69% of teachers begin working in schools at secondary level because of their interest in their subject. Staff have the opportunity to use pioneering methods in their departments.

Tapton students achieve excellence every year which is shared with all staff; so they know they are making a difference.