

# Our Staff Wellbeing Charter































## At Theale Green School we believe in the power of a Well School

The Trustees, Local Governing Committee and the Leadership Team know that the wellbeing of our students relies on the wellbeing of our staff. Our commitment to being a Well School ensures that our priorities come in the right order for our community to thrive. We are committed as an organisation to ensuring that the dynamic and challenging environment of school life is counter-balanced by measures to support wellbeing for staff, leading to the happiness and retention of inspirational and dedicated adults to serve our local community.

A Well School (see our website) is about the principles of being **Well Led (self care)**, **Well Prepared (rich and happy experiences)**, **Well Equipped (having the right skills and knowledge)**. This is as important for staff as it is for students; when this is experienced, modelled and valued by staff, students lives will be richer as a result.

Charlotte Badarello – September 2023

 Cuppa with Colleagues - weekly event	 Culture of collaboration across the Trust	 We remember your birthday	 Trust-wide annual long service awards
 Staff garden for quiet time and reflection	 Operational Calendar to create a culture of "no surprises" supported in development by middle leaders	 Strong community connections in support of the school	 Weeks in the year dedicated to "no meetings"
 Personal supplies in staff toilets to make life easier	 A mature T&L approach with no accountability "fads" which create workload	 Free tea and coffee in the staffroom (and seasonal raffles)	 Lots of laughter and connection
 No emails in the evening or weekends or holidays	 Strong Governance and challenge for Leaders	 Social events for staff, including whole staff breakfast once a term	 Staff only use of (Fun and ) Fitness Zone Friday 3-5pm; unwind before going home
 Health Assured Employee Assistance Programme free for all staff – extensive resources online / app / in person	 Coaching for senior leaders		
 Free and flexible access to the "Fitness Zone" on site (with full induction)	 Middle leader development programmes		
 Seven INSET days with two entirely for personal wellbeing	 Leadership Matters personal development programme free for all staff		
 Breakfast service on site	 Purposeful line management and feedback prioritised for all staff		
 Cycle to work scheme	 Carefully developed on boarding and induction programmes		
 Free 'flu vaccinations	 Staff-led CPD programme		

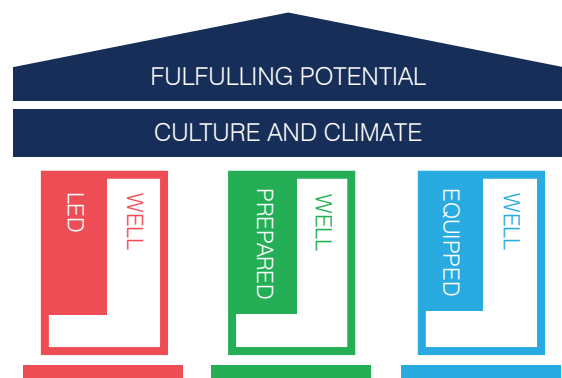


Image courtesy of Youth Sports Trust <https://www.youthsportstrust.org>