

Pinewood Staff Wellbeing Commitment

Intent

Pinewood School's 'Wellbeing Agreement' sets out what staff can expect from the academy in which they work.

Pinewood School wants to be able to recruit and retain staff by:

- A. ensuring they have a **fair and reasonable workload**
- B. providing **high quality training and professional development opportunities** that meet the needs of individual members of staff
- C. Creating opportunities to promote positive wellbeing



Pinewood School's Commitment to Staff

- Supporting and training staff to develop their skills and their own resilience.
- Work towards a school ethos where all staff are valued, where respect, empathy and honesty are the cornerstones of all school relationships.
- Provide personal and professional development such as team building, management of change, stress management, assertiveness, communications etc.
- Consultation that values the voice of employees and listens to their views: e.g, wellbeing survey
- A Performance Management cycle that identifies three formal opportunities to meet a year where progress against targets and wellbeing is discussed.
- A clear Line management structure, with effective line managers who respect, develop, encourage and reward their staff.
- Access to a dedicated Senior Leader for Wellbeing
- Provide extra support at times of particular stress and/or difficulty e.g., Ofsted Inspections
- Provide a non-judgmental and confidential support system e.g., mentors
- Promote information about and access to supportive services
- Ensure that, as part of the risk assessment processes of staff workload, there are robust evaluations and concerns are acted upon
- Provide staff, through training and building security, with a sense of safety and the confidence to deal positively with stressful incidents
- Review the demands on teachers, support staff and administrative staff in the time spent on paperwork and seek practical alternative solutions wherever possible
- Respond sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of the school
- Maintain contact with staff when they are absent for long periods (by a named person)
- Maintain positive staff-pupil relationships to ensure an effective teaching and learning environment
- Weekly Drop-in sessions for wellbeing
- Wellbeing Wall for access to advice, local services and Shout Outs
- Access to a trained professional for: counseling or supervision
- Golden Day scheme
- Teaching staff have an increased PPA allocation
- Access to 24/7 phone counseling for staff and their family members
- A social committee with monthly activities
- Zero tolerance for workplace bullying
- Wellbeing staff meetings termly
- Access to up to date 'Cost of Living' information
- Access to Herts Rewards Discount Scheme <https://hertscs.rewardgateway.co.uk>

For more information please see the wellbeing policy