



# The Wellbeing and Workload Pledge

*Flourishing Together*



**"When staff flourish, the whole school thrives."**

**– British Educational Leadership, Management & Administration Society (BELMAS)**

# The Wellbeing and Workload Pledge

At our school, we are committed to providing an environment where all staff can flourish in mind, body, and spirit. Rooted in our vision of 'life in all its fullness' (John 10:10), this pledge outlines our dedication to supporting staff wellbeing and managing workload effectively, ensuring a thriving community for all who learn and work here.

# OUR PLEDGE



The mental health and wellbeing of our staff are of utmost importance to us. We are immensely grateful for the dedication, passion, and hard work that all staff contribute to the success and thriving of our school community. This pledge sets out our commitment to protecting and promoting the wellbeing of all staff, ensuring a supportive environment where everyone can flourish.

We believe that everyone in our school community should have the opportunity to enjoy the highest possible wellbeing and mental health. As part of our vision, which promotes growth in mind, body, and spirit, we aim to create an environment where staff are not only valued but also supported in balancing their professional responsibilities with their personal wellbeing.

We understand that doing what is right, acting with integrity, and treating one another with compassion are central to a healthy work environment. This pledge sets out the actions we will take as a school to safeguard staff wellbeing and workload, fostering a culture of respect, support, and collective care.

# OUR ACTIONS



# A Culture of Community and Belonging

At our school, we believe that a strong, positive culture is the foundation for success. Rooted in our vision of ‘life in all its fullness’ (John 10:10), we are committed to creating an environment where every member of our school community—staff, pupils, and parents—feels valued, supported, and able to thrive. We know that when people feel a true sense of belonging, they can flourish in mind, body, and spirit.

Unlike many settings where culture is not always prioritised, we recognise that a supportive and ambitious school climate is essential for wellbeing, workload management, and professional fulfilment. Research from the Education Endowment Foundation (EEF) highlights the importance of school culture in staff retention, pupil outcomes, and overall school effectiveness. The Department for Education’s (DfE) Staff Wellbeing Charter also emphasises the role of positive relationships in creating a thriving workforce.



# A Culture of Community and Belonging

To build a culture of **community and belonging**, we commit to:

- **Fostering meaningful relationships** between staff, pupils, and parents, ensuring that everyone feels heard, understood, and valued.
- **Encouraging collaboration** at all levels, ensuring staff feel supported through professional dialogue, shared decision-making, and peer mentoring.
- **Maintaining open communication**, so staff have a voice in shaping school priorities and are confident in raising concerns without fear of judgement.
- **Creating an inclusive and safe environment**, where everyone can express themselves authentically and contribute to a shared vision.
- **Recognising and celebrating achievements**, ensuring that staff feel appreciated for their dedication and hard work.
- **Providing time and space for staff wellbeing**, acknowledging that balance is key to long-term success and sustainability.

Our commitment to a culture of belonging is not an abstract idea—it is embedded in everything we do. By prioritising relationships, collaboration, and shared values, we ensure that our school remains a place where every individual can **flourish, feel valued, and be their best.**





# Prioritising Staff Mental Health and Wellbeing

We are committed to fostering a culture where mental health and wellbeing are given the same importance as physical health. Aligned with our vision of 'life in all its fullness,' we strive to tackle the stigma surrounding mental health and wellbeing, promoting openness and understanding throughout our school community. We believe that everyone should have access to the support they need to thrive, both professionally and personally. This includes fulfilling our legal duties to manage work-related stress, offering sensitive pastoral care, and ensuring that all staff receive the appropriate support when needed. Together, we create an environment where mental health and wellbeing are prioritised, and every member of our school community can flourish.



# Employee Assistance Programme (EAP)

In partnership with Spectrum Life, we are pleased to offer a comprehensive Employee Assistance Program (EAP) to all staff. This confidential, independent, and professional service is available 24 hours a day, 365 days a year, to support health and wellbeing. Whether seeking counselling, practical advice, or self-help resources, the EAP is here to provide tailored support to help manage both personal and professional challenges.

Key features of the EAP include:

- **Self-Referral:** Easily access support for a range of health and wellbeing issues.
- **Support Services:** Offering confidential counselling, online cognitive behaviour therapy (CBT), e-learning, and more.
- **Spectrum Life Platform:** Available anytime, offering self-help resources, mindfulness programs, guided meditation, and informative blog articles on various topics.

For immediate support, reach out via:

- UK Freephone: 0808 196 2016
- WhatsApp: Text 'Hi' to 07700185685
- Visit: Wakefield EAP



# Additional Support

In addition to the Employee Assistance Program (EAP), we also offer the following support services to ensure our staff have access to the help they need:

- **Mental Health First Aider:** A trained Mental Health First Aider is available to provide immediate, confidential support to staff who may be experiencing mental health difficulties. They offer a listening ear and can help signpost individuals to further support if needed.
- **Pastoral Support:** We are committed to providing sensitive and understanding pastoral care for staff, offering a safe space for open discussions about mental health and wellbeing. This can include one-to-one support, referrals to additional services, and regular check-ins.
- **Workshops and Training:** We offer mental health and wellbeing workshops, including stress management, resilience-building, and mindfulness, to equip staff with the tools to manage their wellbeing.
- **Regular Wellbeing Check-ins:** In addition to informal support, we encourage regular wellbeing check-ins with line managers to discuss workload, wellbeing, and any concerns that might impact mental health.
- **Support Networks:** We foster an open and understanding culture where staff can connect and support one another.
- **Access to Wellbeing Resources:** From stress-relief techniques to practical mental health guides, we provide a range of resources that staff can access at any time to support their mental health.
- **Governance:** Governors will take into account staff wellbeing when making any decisions such as the impact of any new or updated policies.

These provisions, combined with the EAP, are part of our holistic approach to ensuring that all staff feel supported and valued in maintaining their mental health and wellbeing.

**"Staff well-being and workload are a priority for leaders. Staff are immensely proud to work at the school."**

**– OFSTED, June 2024**



# Employee Perks

As Wakefield Council employees, staff can access a range of in-house services, as well as corporate offers and discounts from both local and national companies. These benefits cover a wide variety of products and services, supporting both professional and personal wellbeing.

In addition, we offer a wide range of school-specific perks, ensuring our staff feel valued and supported in their roles.



# Cycle to Work Scheme

Employees can apply for a bike and/or cycling accessories through the Cycle2Work scheme. This salary sacrifice scheme promotes healthier lifestyles, reduces commuting costs, and supports sustainable travel by encouraging cycling instead of car use.



# Aspire Health Membership

Council employees can access Aspire gym, swim, and fitness classes for a discounted rate. This membership includes five gyms, five pools, and over 250 fitness classes across the district. Members also receive a free 12-week personalised exercise programme. Discounted family memberships are available. To join, visit a leisure centre with proof of employment.

For more details, visit  
[www.wakefield.gov.uk/aspire](http://www.wakefield.gov.uk/aspire) or call 01924  
307820.



# Fideliti Childcare Voucher Scheme

Wakefield Council supports employees in balancing work and family life by offering the Fideliti Childcare Voucher Scheme. This allows staff to convert part of their salary into childcare vouchers, helping to reduce childcare costs. For more information, speak to the Headteacher or School Business Manager, or contact the Fideliti Helpline on 0800 288 8727.





# CSSC Membership

School employees can join **CSSC** for a small monthly fee, unlocking a wide range of exclusive discounts and benefits, including:

- **Family Days Out** – Up to 50% off Merlin attractions such as Legoland, Thorpe Park, Alton Towers, and Warwick Castle.
- **Free Entry to Historic Sites** – Access to 280 English Heritage and Cadw locations, plus The Royal Palaces.
- **Cinema & Theatre Discounts** – Save 40-50% on cinema tickets and enjoy great deals on theatre shows and concerts.
- **Sports & Leisure** – Discounts on gym memberships, sporting events, taster activity days, and outdoor adventures.
- **Shopping Savings** – Exclusive discounts at major retailers, including Sainsbury's, Tesco, M&S, Argos, Boots, Currys, Costa, and more.

For full details and to join, visit [www.cssc.co.uk](http://www.cssc.co.uk) or contact Alan Lewis at [alan.lewis@cssc.co.uk](mailto:alan.lewis@cssc.co.uk) / 07507 682691.



# Howard School Perks

We strive to go above and beyond for our staff, offering additional considerations that support well-being, work-life balance, and professional fulfilment. These include:

- **Personal Passions and Well-being** – We recognise the importance of personal growth and work-life balance. Where possible, we offer flexible working arrangements, including leave of absence, sabbaticals, and support in responding to personal circumstances.
- **Family Matters** – We understand that family comes first. We aim to be as supportive as possible with appointments and absences beyond the staff absence policy. We also encourage staff to attend important family events—memories matter!
- **A Relaxing Cuppa** – Free tea and coffee facilities are available to ensure staff can take a well-deserved break.
- **Recognising Staff Who Step Up** – We appreciate the willingness of staff to step in and support colleagues at short notice. When Teaching Assistants provide class cover in unexpected situations, we recognise their contribution by paying at the HLTA rate rather than Cover Supervisor. This reflects their additional responsibility, flexibility, and the extra effort they give to help keep things running smoothly.
- **Investment in Professional Development** – We are committed to staff development, offering both internal and external training opportunities. Our performance management and line management systems ensure a clear focus on growth and career progression. All staff have access to The National College, providing a wide range of training opportunities. We also pay into the apprenticeship levy, enabling staff to gain access to qualifications from Level 3 courses and beyond—many of our team have already benefited from this investment.
- **Leadership Development Opportunities** – We actively support staff in developing their leadership potential. Through the National Professional Qualifications (NPQs), we provide structured leadership training, equipping staff with the skills and knowledge to progress in their careers.



# Prioritising Workload

We work proactively to drive down unnecessary workload and ensure that staff can balance the demands of their roles with personal well-being. Workload can encompass a wide range of tasks and responsibilities within a teacher's working life, and we recognise the impact that excessive workload can have on both mental health and overall job satisfaction. The school understands its duty of care towards all staff and is committed to fostering a supportive environment.

We are dedicated to reviewing and refining our policies and practices to reduce administrative burdens, improve efficiency, and streamline processes. By encouraging clear expectations, reducing unnecessary tasks, and making time for professional development, we aim to support staff in focusing on what matters most: the success and well-being of our pupils. We also recognise the importance of staff autonomy and agency, giving our staff the space to innovate and work in ways that inspire both them and their learners.

In line with our vision of "life in all its fullness," we believe that when staff are not overwhelmed by excessive workload, they are better equipped to thrive in their professional roles and contribute fully to the school community. Through these efforts, we aim to create a working environment where the health and well-being of staff are nurtured, and everyone has the opportunity to flourish.



**We encourage a dynamic teaching force where teachers feel confident to try new things, take risks, and share best practices, ensuring that innovation thrives while balancing workload effectively.**



**We prioritise initiatives that truly benefit our children, rather than constantly introducing change for the sake of it. Decisions are driven by what works for our school, not external pressures or trends. We take a considered approach to change, ensuring that any new initiative has real impact and does not add unnecessary workload.**

**“New initiatives are evaluated for how they contribute to a 'fullness of life', including their impact on staff wellbeing.”**

**– SIAMS, January 2024**



**Strength in Collaboration – We are proud to be part of the All Saints Partnership, a group of schools committed to sharing best practice and working together. Through this partnership, we access high-quality professional development, collaborative planning opportunities, and shared resources, helping to reduce workload while ensuring the best outcomes for our children.**



Planning is critical to effective teaching and delivering high-quality learning. Staff are not expected to submit daily or weekly plans, allowing them to focus on what truly matters—high-impact teaching. Instead, we encourage collaborative planning, where staff share knowledge, expertise, and resources to enhance lessons while reducing workload.



**Reduced Directed Time** – We have taken steps to reduce the directed time for teachers across the academic year, ensuring a better work-life balance.

Some of the initiatives include:

- **Dedicated Subject Leader Release Time** – Allocated time for subject leaders to focus on leadership and development without impacting teaching time.
- **Time for Administrative Tasks** – Numerous staff meeting sessions are dedicated to tasks like report writing and other paperwork to avoid overburdening teachers during their personal time.
- **Parents' Evenings** – Parents' evenings are scheduled to start within the school day, reducing the need for late nights.
- **Rare Late Nights** – Late nights are kept to a minimum, with school events and activities planned to avoid unnecessary time commitments outside of regular hours.
- **Efficient Communication** – Unnecessary meetings are avoided. Messages are relayed efficiently through staff briefings or email, ensuring that staff time is respected and maximised for teaching and development.





## A Supportive Approach to Monitoring

We keep monitoring to a **minimum**, ensuring it is purposeful and avoids unnecessary burden on staff. Our approach focuses on:

- **Collaborative discussions** that encourage professional dialogue and reflection.
- **Sharing best practice** to support ongoing development rather than compliance.
- **Coaching and learning together** to build confidence, expertise, and a culture of continuous improvement.

By prioritising professional growth over excessive scrutiny, we create a **supportive and developmental** environment where staff feel valued and empowered.

**We will review progress made against our commitments each year. We will also review the impact of this pledge in helping to protect, promote and enhance wellbeing among staff.**

**“Effective relationships  
enable pupils and  
adults to flourish.”**

**– SIAMS, January 2024**

