

## Harrogate High School Staff Well Being CARES Charter

Staff Welfare  Counsellor onsite weekly for private and confidential counselling sessions paid for by HHS. Personal leave honoured to allow for staff to attend significant events and celebrations. Dedicated staff from as a social space and private well-being room. Health Assured helpline for all HHS staff, providing emotional, legal and financial advice. Free access to the Wisdom app Appraisal system that enables development around personal and professional practice, standards and behaviours. Instructional coaching programme to enable personal development – Staff opt in for this initiative. Personalised, high quality CPD programme, including opportunities to share best-practice. Leadership development opportunities through training, shadowing, mentoring and accredited courses. Clear calendared activity allows for personal planning and preparation. Tarmly staff forum for staff to work collectively with SLT to find solutions and suggest ideas for further school improvement. Regular surveys and consultations with staff to ensure staff voice is regularly sought. Dialogue between local union representatives and the Headteacher to support staff well-being. Wellbeing Activities  Weekly yoga sessions paid for by HHS. Staff led competitions, fundraisers and activities for all staff to join in. Weekly tea and coffee are served at the briefing. Milk provided by the school in the staffroom. Monthly coffee barista serving refreshments for all staff. Mortional Thank are provided by the school of the staffroom of the staff of the staff to leave site, supporting commitments such as childcare and dependents. Fluid working practices. All new initiatives carefully planned through the HHS calendar to ensure that directed time is below this threshold. Fluid working practices. All new initiatives carefully assessed to consider impact on workload vs perceived benefit to students. Reverse CARES postcards so that students recognise the hard work of staff. Thank You Thursdays to recognise the ongoing effort and contributions of staff ac		
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