



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 room 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

Staff Support

- 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.

Staff Consultation

- Termly 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.

Workload

- Maintained the early 2.30pm finish to allow for staff to leave site, supporting commitments such as childcare and dependents.
- 1265 hours respected and 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.

Staff Recognition

- Reverse CARES postcards so that students recognise the hard work of staff.
- Thank You Thursdays to recognise the ongoing effort and contributions of staff across the school.
- Headteacher and Governors recognition awards.
- Nominations to local and national teaching and school awards.
- National Thank A Teacher Day nominations from parents and students who are encouraged to nominate, these are then celebrated by the school.