

Fox Federation Wellbeing Strategy

Overview

The wellbeing of every member of the Fox Federation community is a central priority. Through aligned, intentional actions across the Federation, we build a culture of care, connection, and balance. Everything we do is underpinned by our Federation Values.

Respect



Resilience



Collaboration



Curiosity



Inclusion



A wellbeing offer for everyone

All staff benefit from a range of perks as part of the Fox Federation team:



Fresh, high quality coffee at each school.



Subsidised freshly made school lunches.



Federation & school based social events.



Freedom on Friday (FoF day)

Every member of the Fox Federation team is entitled to one extra paid day off each year. This is intended to provide staff with the opportunity to attend special events or long weekends away.

Teaching staff also benefit from:



A fully planned curriculum & weekly shared planning meetings. Subject leader teams also meet regularly across the Federation.



Regular high quality CPD - including wellbeing and trauma informed practice



Flexi-Fridays- staff can book up to 3 Friday afternoons off where staff can self-manage their workload around life outside of school

Our approach to Performance Management

Our Performance Management (PM) process is underpinned by our values and our approach to staff wellbeing. Alongside teaching and learning, leadership and targets linked to the school and Federation Improvement plan, the PM process also supports career development and wellbeing through discussions, sign posting and support. Staff benefit from a range of opportunities to further develop including peer observations, coaching and CPD. Leaders can take part in group or 1:1 coaching sessions and staff who work as part of the safeguarding teams have access to supervision sessions.

Wellbeing week

A whole week each year dedicated to the getting staff thinking about their wellbeing. A week with no meetings after school, a range of free fun activities to promote exercise and mindfulness and plenty of treats for staff throughout the week including massages, manicures, hair cuts and snacks each day including a cooked breakfast. Staff celebrate the end of the week with a fun event.

Strategic Objects

See how we fulfil each of our strategic objects below:



To enhance mental health & emotional wellbeing

- Access and signposting to Mental Health support
- Coaching model to reduce stress of one off observations
- Behaviour coaching as a focus each September
- Mental Health Lead in each school
- Group and 1:1 supervision for SEND and Safeguarding teams



To promote physical health and healthy lifestyles

- Termly staff sports events
- Healthy cooked lunches for staff (subsidised)
- Early finish on a Friday
- Flexi-Fridays
- Wellbeing Week
- Access to gym equipment (in some schools)



To support staff at each stage of their career

- Shared year group planning
- Federation subject leader teams with designated lead person
- Huge range of CPD and in school training
- Training for new subject leaders
- Coaching and Leadership Coaching



To create a culture which fosters inclusive, positive relationships as well as work life balance

- In school and Federation social events throughout the year
- Shared INSET day/s in October each year
- SLACK in place across all schools for easy communication across all groups
- Shared planning
- Fri 2.15pm children's finish
- Marking expectations

Leadership & Governance

Federation Wellbeing lead: Paul Cotter, Executive Headteacher

Federation Wellbeing Team: Federation SLT, SENDCo team, MHLs, school nurses.

Federation Wellbeing Governor Committee

Monitoring impact

Annual staff survey	Regular item on SLT meetings	Termly governor updates	Behaviour, attendance and safeguarding data
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2024/25 Staff Evaluation (Jan '25)

- 100% felt that the Federation values staff wellbeing
- 97% felt valued in their school
- 73% felt their workload was manageable
- 92% felt the Federation offered a range of wellbeing events
- 67% were aware of mental health resources available to them
- 50% of staff had taken up the Flexi-Friday offer

What staff say

As a group of schools, we are MILES ahead of other schools, academies etc. in terms of what we offer for staff wellbeing. The gestures are meaningful and demonstrate that the Federation does value staff wellbeing.

Staff are hugely valued and well looked after in my opinion.

Leadership strive to support staff the best they can with the resources available to them. The shared curriculum, cross federation events, wellbeing week, flexi-Fridays, FOFs, a lovely coffee machine and a supportive culture all show that staff's wellbeing is valued.

New initiatives such as Flexible Friday show that leadership are considering wellbeing and are open to trying new things.

Where next?

- Trialing a two week October half term in 2026/27
- Introducing access to gym equipment in some schools
- Introducing a 360 Review process of leaders
- Three annual sports events across the Federation each year
- More regular signposting to local mental health support for all staff