



LET
EDUCATION
TRUST

Wellbeing Charter

What is wellbeing?

“A state of complete physical and mental health that is characterised by high quality social relationships.”

DFE advisory group on Education Staff Wellbeing

Welcome from the CEO- Steve Campbell

The Department for Education has developed a Wellbeing Charter for all staff working in education settings in England and sets out the commitments to promote at the wellbeing of education staff.

As a trust we recognise the value of promoting wellbeing across all our schools and have signed up to the charter. As a trust we want to go further than this and develop our own wellbeing charter. This document evidences our commitment to the wellbeing of all and provides examples of how being part of LET Education Trust not only improves your skills and experiences but also boosts your wellbeing. There are several unique LET Education Trust additions to our charter that we feel colleagues in our MAT will receive that go above and beyond the charter outlined by the DFE.



Department
for Education

The DFE has committed to the following:

1. Design- in wellbeing

They will integrate wellbeing into DFE’s workload policy test, where appropriate, considering the impact of policy changes on staff wellbeing.

2. Measure and respond to changes in staff wellbeing

For the school sector they will measure on an ongoing basis the levels of anxiety, happiness, worthwhileness, life satisfaction and job satisfaction across the sector. They will track trends over time and build this evidence into policy making.

3. Support the sector to drive down unnecessary workload

They will continue to drive this down and promote the Workload Reduction Toolkit, they will work to remove unnecessary burdens, including how they collect data.

4. Ensure the DFE guidance meets user needs

Where appropriate they will ensure DFE guidance covers staff wellbeing. They will develop guidance based on the needs of educational staff, focusing on what they need to know and do. They will publish GOV.UK content aimed at education staff in working hours only.

5. Champion flexible working and diversity

They commit to establish school cultures to support and value flexible working at all career stages. They will strengthen their efforts to promote diversity in the sector-eliminating discrimination, advancing equality of opportunity and fostering good relations between those who share a protected characteristic and those who do not.

6. Break down stigma around mental health

They will build staff wellbeing and mental health into the DFE's wider communications strategy on recruitment and retention, linking to existing campaigns that aim to tackle mental health insecurity.

7. Embed wellbeing in training and professional development

They will continue to strengthen support for professional development. They will ensure that training and development is underpinned by the Standards for Teacher's Professional Development and it includes mental health and wellbeing where appropriate. They will also ensure that teacher training and professional development continues to include a focus on managing pupil behaviour effectively.

8. Improve access to mental health and wellbeing resources

They will work to improve access to high quality mental health and wellbeing resources online, with a particular focus on those that help employers and staff deliver their organisational requirements.

9. Review

They will review progress made against their commitments in 2023. They will also review the impact of this charter in helping to protect, promote and enhance wellbeing amongst staff.



Alongside the commitment from the DFE, OFSTED recognises the role they have to play in protecting and enhancing staff wellbeing. They are committing to the following:

- they will ensure that inspectors take staff wellbeing into account in coming to their judgements and monitor this through quality assurance and evaluation,
- they will review whether the framework is having an inadvertent impact on staff wellbeing (for example, creating unnecessary workload) and take steps to alleviate any issues,
- they will continue to clarify that they do not expect providers to create documentation for inspection, to try to reduce administrative workload.

They will also be clear that:

- they do not grade individual lessons or people,
- they do not require evidence from any lesson visit that could be used in capability/disciplinary proceedings or for the purpose of performance management,
- they do not require lessons to be prepared in a certain way or for lesson plans to be provided for inspectors,
- they do not require schools to provide information in any specific format.



To coincide with and sit alongside these commitments, LET Education Trust commits to placing wellbeing at the heart of our decision making. We will support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles within our Trust. Specifically, we commit to developing a long-term strategy for improving staff wellbeing.

Developing our People

As a MAT we recognise that the single most important resource we have is our people. They make the Trust's ethos a reality through their day-to-day work. By our people, we mean every single person who is employed within our schools, irrespective of role. The trust understands that an employee who excels often has to 'go the extra mile' - we are determined, whenever possible, to recognise and reward that performance, as well as ensuring that the wellbeing of all staff is at the forefront of our thinking.

Prioritise staff mental wellbeing

- Tackle mental wellbeing stigma by promoting an open and understanding culture where mental wellbeing is openly discussed and staff are encouraged to seek support when required using the services that the trust provides.
- Give the same consideration and support to mental wellbeing as well as physical wellbeing, including effective return to work strategies, OHU referrals when necessary and counselling referrals where required.
- Fulfil our legal duty to control the risk associated with work related stress as far as is reasonably practical.
- Provide supervision and counselling sessions for staff whose role in the trust is known to have a significant emotional component.
- Promote a culture where high staff self-esteem is valued as an important element of positive mental wellbeing, for example through staff rewards, thank you and recognition events that acknowledge hard work and commitment.
- Promote a culture that recognises the need for a supportive and friendly working environment in promoting positive mental wellbeing, for example, through social events and celebrations.

Give staff the support they need to take responsibility for their own and other people's wellbeing

- Empower staff to take ownership of their own wellbeing. This will include ensuring that staff are familiar with the different dimensions of wellbeing including mental, emotional, financial and physical. We will ensure that staff know how to access appropriate guidance and support required.
- We will set up health checks with the NHS where staff can monitor all aspects of their staff wellbeing.
- Mental health champions are trained within the trust as are mental health first aiders to provide support where required.
- LET Education Trust will provide reduced membership fees a local gym to support the physical and mental wellbeing of all staff.

Give managers access to the tools and resources they need to support the wellbeing of those they line manage

- Provide managers with the tools, resources and training to support staff, we will not however expect managers to provide professional wellbeing support for which they have no professional training. We will ensure there are clear routes in place to escalate for further support.
- Enable managers to access appropriate online courses to support the needs of their staff.
- Ensure there are leaders/ managers across the trust who have completed the course 'Mental Health in Education' in our efforts to break down the stigma surrounding mental wellbeing.

Establish a clear communications policy

- Provide clear guidance to all stakeholders on remote and out of schools working, including when it is and isn't reasonable to respond to queries, whilst appreciating that some staff want and prefer to work 'unsociable hours'
- Ask staff to understand and respect the following in regards to communications; "While I choose to work at this time to suit me, I do not expect a reply to this email outside of normal working hours"
- Ensure staff understand that with communications and actions the underlying caveat to all of this is that **the needs and safety of the children come first and are paramount.**

Give staff a voice in decision making

- Consistently strive to improve the ways in which the voice of the staff is included in the decision- making process across schools within the Trust.
- Use a variety of tools (meetings, surveys, staff training sessions) to proactively gain the views, opinions, experiences and ideas of all staff.

- Proactively engage with all key stakeholders, including recognised trade unions.
- Ensure that decisions are effectively communicated with employees. Where we make decisions based on staff views/ feedback, we are clear on this and refer to any meetings and actions.

Drive down unnecessary workload

- Work proactively to drive down unnecessary workload, making use of available tools.
- Use a variety of tools (meetings, surveys and training sessions to proactively find the views, opinions, experiences and ideas of staff of how workload can be reduced.
- LET Education Trust will provide joint training opportunities for all staff in the trust. We will provide opportunities for staff to work together across schools and subject areas to reduce workload.
- Constantly review staffing structures to ensure they are fit for purpose and make changes where necessary.
- Further embed policies and practices that are already in place that have been designed to improve quality whilst reducing workload; such as marking policies, administrative support and joint planning sessions.

Champion flexible working and diversity

- Promote diversity- eliminating discrimination, and advancing equality of opportunity.
- Allow all schools within the Trust to work with staff to support activities that are important to their family, work-life balance, beliefs and wellbeing.
- Ensure that all staff understand, appreciate and support their moral obligation to serve a community and that the needs of the community and children always come first and cannot be affected by any flexible working patterns.

Create a good behaviour culture

- Work with staff and students to maintain and consistently implement behavioural policies.
- Ensure that all staff and students have an understanding of how good behaviour is encouraged and rewarded, and that sanctions will be imposed if students misbehave.
- Support staff to create calm, safe and disciplined environments, which allow teachers to teach and pupils to learn and grow.
- Work closely with external partners to get expert support and strategies for staff to support students with SEND and other needs.

Support staff to progress their careers

- Ensure all staff are able to pursue professional development.
- A strong appraisal management system for all employees that focuses on developing skill, knowledge and understanding and allows all staff to actively progress their careers.

- Strong leadership development training.
- Professional development activities that are aligned to the Standards for Teachers' Professional Development.

Key Principles of LET Education Trust's Vision

- We expect all schools within the Trust to actively support each other and to share best practice for the benefit of all.
- We encourage each of our schools to celebrate its distinct identity within our trust community.
- We are committed to providing quality-assured services to keep our schools legal, financially robust and continually improving.

To improve support for the wellbeing of all our staff LET Education Trust will provide the following services to all staff members

- Reduced cost membership at The Gym Group including wellbeing sessions that can be personalised to meet the needs of individual schools within the Trust.
- Access to independent financial advice for staff to have a greater understanding of their financial planning in preparation for retirement through Scofield & Associates Financial Planning LTD.
- All staff members will have the opportunity to access Simplyhealth plans. This service provides health & wellbeing cover for staff members and can also include other family members. This scheme can be paid for through payroll as a salary sacrifice.
- Access to regular health checks.
- OHU referrals available to support staff who may be generally unwell or need some support with mental health and wellbeing.
- All staff within the Trust have access to a senior leader who has undertaken mental health training. This staff member is available to support colleagues where appropriate.
- All staff have the opportunity to access savings accounts with Blues and Twos Credit Union. This can be deducted from their wages through salary sacrifice.

The services provided to staff within the trust will be regularly reviewed and updated to further support health and wellbeing.