

LOOKING AFTER OUR STAFF

At The Chantry School, we believe that the well-being, professional development, and sense of belonging of our staff are at the heart of creating an exceptional learning environment for our students. We are committed to fostering a workplace culture that supports and values every member of our team, recognising that the strength of our school community is rooted in the dedication, expertise, and passion of our staff.

Our approach to staff care is built on five key principles: **well-being, mental health, efficiency, voice, and growth.**

DRIVING DOWN UNNECESSARY WORKLOAD

We reduce unnecessary workload by streamlining practices, offering CPD on efficient teaching strategies, and easing admin tasks through **reprographics, mindful emailing, and timely IT support.**

STAFF WELLBEING

PRIORITISING STAFF WELL-BEING

We understand the importance of supporting the overall well-being of our staff and aim to:

- Empower staff to take responsibility for their own and others' well-being;
- Encourage a healthy work-life balance and promote its benefits;
- Arrange **optional well-being activities** during the working week on an ad hoc basis;
- Gather feedback regularly through staff **surveys** to make timely improvements.

Staff well-being is further enhanced by practical measures such as freely available **tea and coffee, reduced-cost gym memberships,** and a commitment to minimising additional pressures. For example, teaching staff are released from **Year 10 and Year 11 mock exam invigilation,** and we maintain **minimal cover requirements,** supported by **three cover supervisors,** to balance workload and timetable demands. For support staff, we **accommodate 'in school' work completion** requests and utilise surplus cover to meet additional needs. Staff are also free to leave the site during non-teaching periods, fostering trust and flexibility in the workplace.



PRIORITISING MENTAL HEALTH

We recognise the importance of mental health and aim to create an open and supportive culture by:

- Tackling mental health stigma and promoting understanding;
- Managing staff absence in a supportive and fair manner, giving equal consideration to mental and physical health;
- Fulfilling our legal duty to minimise risks associated with work-related stress;
- Providing access to mental health support through the **Employee Assistance Programme**.

SUPPORTING COLLABORATION AND GROWTH

We foster a positive and inclusive environment that promotes collaboration, teamwork, and opportunities for personal and professional development. Through regular review and refinement of our practices, we ensure that staff feel appreciated, motivated, and equipped to excel in their roles.

STAFF WELLBEING

GIVING STAFF A VOICE IN DECISION-MAKING

We ensure that all staff have opportunities to contribute to the school's direction by:

- Responding to staff suggestions with clear explanations of decisions;
- Operating an open-door policy for staff to meet with leaders and senior school staff to share ideas or concerns;
- Consulting staff on fundamental changes to policies and procedures.
- Regular forums provide further opportunities for collaboration, discussion, and collective decision-making.

