

# Staff Wellbeing Charter

The Directors and the Executive Team at Leigh Trust take the well-being of all staff very seriously. The charter below takes into account all of the measures we have in place to assist staff to carry out their professional duties. Our staff are supportive of each other and work hard as teams both in their own schools and across the Trust.



TEAM ethos – collaborative approaches sought throughout



Flexible & generous approach to appointments and family events



Highly trained and skilled well-being champions and mental health first aid workers for adults.



Clear communication - deadlines carefully considered and well publicised (annual calendar consultation)



Dedicated PPA time which can be taken from home.



Measured approach to supportive lesson visits and drop-ins



Dedicated staff CPD sessions for staff wellbeing (4 per year)



Complimentary tea, coffee, sugar and milk in the staffrooms.



Complimentary Christmas dinner for all staff (plus one other festival dinner)



Opportunities for career development actively encouraged and supported



Cake, laughter and friendship in the staffroom



A dedicated staff wellbeing committee, in each school, which meets termly



A buddy for new staff who join for their first year



No pupil or class data collected for data's sake – maximum 3 data drops per year.



Dedicated leadership time for ALL leadership roles



Well maintained and resourced staff room – which supports staff well being



Employee assistance programme with free counselling service for staff and their families.



Birthday day off



SLT open door policy at all times including urgent out of hours



A firm commitment to the current DFE Staff Well-being Charter



Long Service Awards



Flexible hybrid working opportunities dependant on role

The TEAM that CARES