



The Howard  
Partnership Trust  
Bringing out the best

## WELLBEING CHARTER

*Bringing out  
the best*

Bringing us together

Building  
great schools,  
building  
partnerships,  
building strong  
communities



### Culture

We promote a culture  
that supports health  
and wellbeing



### Communication

We promote effective  
systems that support  
worklife balance



### Benefits

We offer a range of  
benefits to help recruit  
and retain the  
best staff



### CPD

We offer bespoke  
training with career  
pathways



### Investment in People

We celebrate and  
reward our staff  
achievements

**THPT is committed to providing a working environment and management practices that promote good health and wellbeing for all its employees.**

The wellbeing and training of our staff are critical in creating an effective and talented team. We strive to improve so that we can provide the highest quality of education for all our children and young people. We believe that by enacting our THPT values of integrity, advocacy, aspiration, compassion, resilience and partnership we can bring out the best in ourselves and each other.



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## Culture that supports health & wellbeing

## Communication

## Benefits

## Investment in People

## CPD

Shared values that influence behaviours	Email protocols	Timetabled PPA for teaching staff	Performance development for all staff	Promotion of trust-wide career opportunities
Staff social events	Staff surveys: you said, we did	EAP for employees and family members	Line management	Sharing best practice: in-house and across THPT
Mental health & wellbeing policy	Wellbeing groups	Salary sacrifice schemes/discounts	Coaching, mentoring and buddy schemes	Leadership development programmes
Confidential professional work discussions for staff (Psychology team)	Language that focuses on respectful relationships	Pension schemes: TPS/LGPS	Staff reward ceremonies/celebration events	Lead practitioners
Team accountability	Modelling high expectations	Flu vaccinations/NHS health checks/eye care	Tea and coffee free in all workplaces	Career development: Masters/NPOs /Apprenticeships
Calendar management/pacing documents	Development of staff intranet	Flexible working	Supervision	Secondment/shadowing opportunities