

BDMAT's vision

BDMAT's vision is based on three core values:

- Life in its fullness for all
- Success for all
- Positive well-being for all

We know our well-being can be impacted upon by a number of issues both from our place of work and home life.

We build up resilience and strategies to enable us to manage these on a daily basis, but sometimes they can spill over and it impacts on how we feel, how we engage with those around us and how we perform.

BDMAT's Well-being wheel acknowledges a wide range of themes that may impact on our well-being and we have invested in a number of initiatives and products that can help address these.

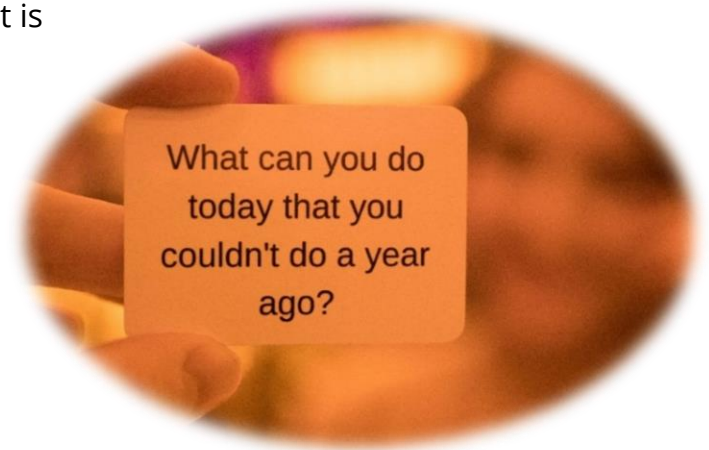
BDMAT Well-being Wheel




BDMAT Investing in your Progression

Training Programme

Investing in your training and development is essential to enable you to build skills to be highly efficient and effective in your job, helping reduce time and increase job satisfaction. You can find training opportunities on the BDMAT Intranet from inhouse courses to training events and external accredited courses.



Career Planning



Your Career Journey Plan
BDMAT – Supporting you to Succeed

BDMAT is committed to our three guiding principles – life in its fullness for all; success for all; and positive well-being for all. We believe these are as important for our staff as they are for the children we serve.

BDMAT's career journey plan enables us to prioritise your development. Its is different from performance development as the focus of the Career Journey plan is on **your** ambitions and led by **your** priorities and timescales.

You can also choose your career journey mentor. This maybe someone already in the role you want to achieve or it could be your line manager.

Whilst the details of this document are confidential to you, we do want to use the priorities, timescales and ambitions to build up a trust wide succession plan, so unless you tell us at the end of this plan we will use this information to develop training and other career building options.

BDMAT is committed to equal access to opportunity and also to listening to all staff. We would welcome any feedback on our career planning support by emailing XXX.

Enabling you to access progression opportunities through a Career Plan not only looks at how we support you in your current role but also how we can invest to help your longer term career develop. We are developing 'Talent' pools where staff will be able to identify their next career step and be alerted when opportunities arise.

BDMAT Welfare

Wellness Action Plans

Discussing what impacts on mental health with your line manager enables you both to understand the stresses you experience and workplace needs. Working through an action plan can help agree what support you may need.

Wellness Action Plan:

A WAP reminds us what we need to do to stay well at work and details what our line managers can do to better support us. It also helps us develop an awareness of our working style, stress triggers and responses, and enables us to communicate these to our manager. The information in this form will be held confidentially and regularly reviewed by you and your manager together. You only need to provide information that you are comfortable sharing and that relates to your role and workplace. This form is not a legal document, but it can help you and your manager to agree, together, how to practically support you in your role and address any health needs. It is the responsibility of the employer to ensure that data gathered in this form will be kept confidential and will not be shared with anyone without the permission of the member of staff. Certain circumstances may require confidentiality to be broken in order to safeguard a member of staff.



<p>What helps you stay mentally healthy at work?</p> <p><small>(for example: being an able team member, good communication with your line manager, being able to take control of your work, light and quiet in the office, supportive team members)</small></p>	
<p>What can your manager do to proactively support you to stay mentally healthy at work?</p> <p><small>(for example: regular feedback and support, working with colleagues, flexible working)</small></p>	
<p>Are there any situations at work that can trigger poor mental health for you?</p> <p><small>(for example: conflict at work, organisational change, tight deadlines, something you are to do)</small></p>	
<p>How might experiencing poor mental health impact your work?</p> <p><small>(for example: you may find it difficult to concentrate, struggle to remember things, difficulty with decision making, confusion, headache)</small></p>	
<p>Are there any early warning signs that we might notice when you are starting to experience poor mental health?</p>	

Adult Mental Health First Aider

Accessing a trained mental Health First aider is as important for our staff as it is for our pupils. We are investing in training for staff to take on these roles. Initially there will be one per hub and our ambition is to provide one per school by 2024.



Well-being day

BDMAT is providing you with a day where you can either invest in your own well-being, take time to celebrate your birthday or watch your children in a play or sports day. This forms part of our Special Leave.

BDMAT Health Care

Employee Assistance Programme

This is a free and confidential service provided by Health Assured 24/7. They can support a wide range of concerns from emotional through to legal and financial guidance. MAT code: MHA147930
Username: BDMAT Password: EAP

Contact Details: To find out more information on what services Health Assured can provide, please visit <https://healthassuredeap.co.uk/> or contact 0800 028 0199



Struggling to get a GP appointment?

You can now access support from a qualified GP whenever you need it.

- 24/7 telephone helpline
- An online face-to-face consultation service
- Electronic private prescription services

BSHF GP Service

Gaining access to a GP can often be time consuming and the wait for an appointment can prevent you getting a prescription or putting your mind at rest if you have a health concern. BDMAT GP 24/7 access service is provided through BSHF and can provide prescriptions as well.

To arrange your private GP telephone consultation, please call:

0800 206 2576



BHSF Employee Benefits Limited is authorised and regulated by the Financial Conduct Authority.

The service is not a replacement for your own NHS GP. You may still need to see your own NHS GP or contact the emergency services if the doctor feels it is necessary. Irish female residents cannot use the service if they are, or suspect they may be, pregnant. The GP telephone consultation service is available 24 hours a day, 7 days a week; the on-line doctor service is available 0800am to 10:00pm, seven (7) days a week, UK time, excluding UK bank holidays.

BSHF Cash Plan

Access to BSHF cash plan scheme to help spread the cost of eye care, dentistry and some other medical treatments. Normally the bronze package cost £10 per month if you access it individual but through BDMAT salary sacrifice scheme you can access the same pack for £5.95 per month. Other investment levels are also available at a discounted rate as well as adding family members to your policy. [Click here for information on BSHF products](#)

BDMAT Finance Schemes

Helping make your money go further through BDMAT Tech Scheme and Cycle to Work Scheme These can help spread the payments as well as benefit from tax reductions.

All employees can access BDMATs salary sacrifice scheme. These schemes enable you to purchase goods over a monthly payment plan, which you choose. The amount you have committed to is deducted from your salary before tax and NI, so this provides a saving on your purchases. Just make sure what you choose is affordable.



Tech Scheme

This scheme gives access to purchases through a voucher system with Curry's Retailer for laptops, phone, IT and white goods. The website allows you to work out how much you want to spend and the affordability. You apply on line and once the application is completed you receive the voucher to spend either on line or in store. Although its called a tech scheme, most of Curry's products are available through the scheme.

Click to access the [Techscheme](#)

Cycle to Work Scheme

Although badged under cycling to work this is not a requirement for you to be able to access the scheme. It covers bikes and accessories so you can purchase everything you need to be safe on the road. The scheme workings in partnership with a number of retailers including Halfords and Evans. The website links take you to their affordability cost calculators and application process.

Click to access the [cycle scheme](#)

Electric Car schemes

An electric car purchase scheme is being reviewed at the moment to enable staff to purchase the car through your salary. This is for new cars only. If this may be of interest please email Hr@bdmat.org.uk

Churches Mutual Credit Union – Loans and savings

Do you want to save but never seem to get round to it? Are you looking for an affordable loan at an advertised rate with no hidden costs? Are money worries affecting your life?

All employees of BDMAT can save or borrow through payroll with **Churches Mutual**, a credit union owned and run by the people who use its services. Save and borrow with the payments deducted at source from your salary for a simple and painless way to build up a rainy day fund or to access our lowest rate loans. To open an account, apply for a loan or curious to find out more visit Churches Mutual's Website at www.churchesmutual.co.uk or call 01452 930360

Whilst you are only able to access the Churches Mutual Credit Union because you are an employee of a Diocesan organisation, our partnership with them to provide you with access to their products does not constitute a recommendation or advice about their services.

BDMAT Policies

Lastly, we have introduced additional policies to support staff well-being as below. All BDMAT policies are reviewed regularly to ensure they reflect our vision and values.

Our policies also include:

Flexible Working

To enable staff to apply for a change in working hours to meet their home work balance needs. All requests are reviewed in line with the policy requirements.

Menopause Policy

Reflecting the needs and concerns of staff experiencing changes that may impact on their work.



BDMAT Listening to staff

EEDI Forum

A focus on Equality Diversity and Inclusion are key to ensure all staff are valued and included in the workplace. The forum is a space to discuss and develop best practice and ensure BDMATs values can be seen in action.

Staff Forum

BDMAT listens to staff and we act on what we hear where ever possible and within our funding. The Forums are a place where ideas and issues can be shared, discussed to improve our working environment.

Contact us:

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