

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



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



Flexible & generous approach to appointments and family events



A buddy for new staff who join for their first year



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



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



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



Dedicated leadership time for ALL leadership roles



Dedicated PPA time which can be taken from home.



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



Measured approach to supportive lesson visits and drop-ins



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



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



Childcare voucher scheme available for all staff



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



Birthday day off



Complimentary Christmas & Eid dinner for all staff



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



Opportunities for career development actively encouraged and supported



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



Cake, laughter and friendship in the staffroom



Long Service Awards