Abbot Beyne School

Policy:	Staff Wellbeing Charter
Person Responsible:	Mr J Tickle
Governors Committee:	FGB
Revised Date:	Autumn 2026
Next Review Date:	Autumn 2027

Staff Wellbeing Charter

We believe that everyone working at Abbot Beyne School should have the opportunity to enjoy the highest possible standard of wellbeing and mental health.

We are united in our view that improved wellbeing amongst our staff is a key school priority. Our staff are a precious resource: valuing them, and their wellbeing and mental health, is a duty we all share.

Not only is this a good thing itself, it is critical in recruiting and retaining high quality staff now and in the future. It is also crucial in securing better outcomes for young people, including regarding their own wellbeing and mental health.

We want Abbot Beyne School to be free from mental health discrimination, guided by emotional intelligence, and characterised by supportive, nurturing cultures. We want to be a school where the conditions are such that every member of staff can thrive.

We recognise that everyone has a role to play in creating and sustaining those conditions, including governors, leaders and staff themselves. In adopting this charter, we signal our intent to come together with the shared aim of improving wellbeing at every level.

We will hold ourselves accountable in the delivery of the commitments set out below and will uphold the Principles of Shared Understanding that underpin them.

Commitment	**What we have done / continue to do**
Prioritise staff mental health	● An open, supportive culture of mental health across the whole school ● Regular surveys and meetings to identify points of work-related stress and actions to reduce these ● Supervision offered to all staff involved in pastoral care or safeguarding ● Access to counselling and Occupational Health as required ● Improving staff work spaces ● Set of policies in place to support staff wellbeing ● Appointing a staff mental health lead
Give staff the support they need to take responsibility for their own and other people's wellbeing	● Staff are aware of the different types of wellbeing including mental health, financial wellbeing and physical ● Staff given appropriate guidance when requesting support ● All staff support one another and develop a caring culture ● Line managers, Middle and Senior Leaders aware of support mechanisms ● Return to work interviews and OH referrals if appropriate
Give leaders access to the tools and resources they need to support the wellbeing of those they line manage	● Line managers, Middle and Senior Leaders aware of support mechanisms ● Clear routes in place to escalate concerns for further support

Establish a clear communications policy	• Staff only required to check emails at least once a day during their working day • Staff have 24 hours to respond to any urgent requests and 48 hours any other requests • No expectation for staff to reply to emails out of hours • Reduction in meetings with a weekly bulletin newsletter and a Friday email with all key information for staff • Calendar set out clearly in advance at the start of the academic year • Expectations for communications with parents clearly set out
Give staff a voice in decision-making	• Termly surveys • Open door policy • Line management, Faculty, DOL, Union and SLT Meetings • Workload considered in all decisions • Views sought and considered in all major policy changes
Drive down unnecessary workload	• Reduction in data capture • No marking of Key Stage 3 homework • Reduction in meetings • Removal of expectation of after school classes • Verbal feedback and voice recordings recommended for all feedback as well as whole class feedback • Introduction of one management system for all recording of information • Significant reduction in duties
Champion flexible working and diversity	• PPA can be taken at home • All part time requests considered, teachers and support staff • Staff can work from home on projects • We will work to promote diversity – eliminating discrimination, and advancing equality of opportunity
Create a good behaviour culture	• Clear set of values instilled across the whole school • New clear, simple behaviour policy (Ready to Learn) • Rewards and sanctions clear to all staff • Increase in pastoral and support staff • Internal Alternative Provision created for high tariff students • Form Tutors reintroduced
Support staff to progress in their careers	• Clear CPD plan for all staff at each stage of their career, including support staff • Access to online, internal and external training for all staff • Clear and simple Performance Management with a discussion over future careers for all staff • Time given to pursue own professional development for all staff
Include a sub-strategy for protecting leader wellbeing and mental health	• Coaching offered to all staff • Line managers and governors begin all link meetings with wellbeing checks • Flexibility for leaders to work from home on key tasks • Reduction in meetings
Hold ourselves accountable, including by measuring staff wellbeing	• Termly staff survey of which the results are published and actions • Reflection on any incident and how they will not be repeated • Regularly review policies and procedures • Meetings with the Headteacher and Unions • We have a Menopause policy in place to support staff • We are fully supportive of the rarely cover principles