

Statement on Staff Wellbeing

The Governing body and senior leadership team recognise the important of ensuring that all staff in school enjoy a reasonable balance between their working life and the demands of home, family and other interests and commitments. An acceptable work-life balance will be different for each employee and will be different at different times in careers. We recognise that it is not in the interest of either the school or the individual staff member to work to the detriment of his/her health. Staff wellbeing is important in maintaining a positive atmosphere in the workplace. Supporting staff wellbeing can take a variety of forms such as through protecting staff through risk assessments, safeguarding checks and occupational health referrals as well as providing a helpline for staff to phone (as offered through our insurance provider).

In order for our staff to be at their most effective, they need to have a healthy work-life balance:

- To attract and retain the calibre of staff needed for an outstanding school
- To reduce staff absenteeism and turnover
- To develop a motivated workforce with high morale
- To improve team work, staff development and co-operation
- To recognise that improving workplace communication has a positive outcome for the whole school.

Constantly looking to further develop, we will always listen to feedback; we value receiving ideas from staff throughout the school year and also ask staff to complete a wellbeing questionnaire biannually. We recognize the dedication of our staff and their goodwill as shown through various actions. For example, from September 2018, all staff will be given a day off for their birthday. Additionally, our staff social committee (#funsquad) organises termly events such as pub quizzes, casino nights and the annual Christmas outing.

Top 20 actions taken to promote staff wellbeing at The Wren School (according to our staff)

1. Staff buddies system; *"Buddy system is nice and promotes a more positive atmosphere in the staff room as staff share what they have received."*
2. Everyone is saying hi and asking how you are and it seems genuine. *"Being there to listen to any moans or groans- I like the open door policy and they will take time out of their way to listen even when busy." "Always asked if I am ok"*
3. Staff socials
4. Positive staff and approachable leadership – *"Other staff are good team players"*
5. CPL time allocated on timetables and Great INSET
6. Timing of deadlines
7. Willingness to support commitments outside of school (e.g. family weddings/funerals etc)
8. General day-to-day caring of how someone is feeling *"They care about people not just numbers"* ; *"Everyone helps each other and looks out for each other Although there is a natural hierarchy in terms of different jobs in the school, it has never been a "them and us" situation. Everyone is treated equally."*
9. Great communication
10. Well behaved students with support in class when asked for
11. Regular link meetings with line manager
12. Bringing goodies to meetings (including food on INSET days)
13. Tea and coffee available in the staff room
14. Flexible working - *"Flexibility to fit work around my life/children"*
15. Reasonable marking policy
16. Reasonable with whole staff meetings - *"only one per week and they end on time"*
17. Key members of staff in charge of wellbeing who check up on you; *"The deputy head is extremely proactive in supporting wellbeing across the school"*
18. Cover granted without guilt attached
19. Collaborative observations and Scrutiny of lessons / books is appropriate without being too microscopic or undermining.
20. No-fear no-judgement ethos