



# WELLBEING REPORT

2022/23



# OUR FOCUS

At Turner Schools, we believe our people are our greatest asset and that a happy and healthy workforce is the key to achieving our vision of transforming children's futures, empowering families and strengthening communities. Our primary focus this year has been on creating a culture where staff feel supported, valued and wellbeing is firmly on the agenda across the Trust.

## Our Wellbeing Provision

As a Trust we have really focused our approach through our strategic development plan to support staff wellbeing, with a specific focus on mental health support.

Some exciting key changes this academic year to our existing wellbeing provision include:

- *A wellbeing portal - where all staff can access a variety of wellbeing resources*
- *Mental health first aiders across all Trust schools*
- *Wellbeing & Workload charter which pledges our commitment to reducing workload and supporting wellbeing*
- *Increased counselling provision through a local provider in addition to Benenden Healthcare to provide increased access to mental health support*
- *Investment in regular and professional counselling and supervision for our safeguarding teams who are dealing with difficult and challenging issues within their roles.*
- *Re-branding of our social committee to our Wellbeing events committee. The committee is focusing on a range of activities that promote positive well being and fosters a sense of community across the Trust.*

## Monitoring Wellbeing

Staff feedback is critical to the development of employee experience and if you are a member of staff at Turner Schools, we deliberately foster a culture which invites feedback and challenge so that we can continually improve what we are doing.

Our bi-annual staff survey allows every employee to use their voice to give us honest and open feedback on their experience within the Trust. We use the survey results to focus our attention where it matters most, on making continual improvement and progress.



## Our Survey results for 22/23

Our staff survey results showed positive progress in almost all questions during the course of the academic year. Some of our most notable achievements are:

90%

***of our staff have said they are proud to work for Turner Schools.***

87%

***of staff would highly recommend the Trust as an employer.***

95%

***of our staff understood and were motivated by the vision and values of the Trust.***

90%

***Over 90% of our staff felt that had strong relationships with their line managers***

We are pleased with our progress across this area as a Trust and will continue to strive for excellence in staff wellbeing and engagement.

## Wellbeing Events Committee



Our wellbeing and events committee have run some really exciting events this year, we have seen staff social activities, charity events, including our Christmas Hamper event and the Cancer Research Race for Life.

The committee also enabled us to recognise key national campaigns which saw us celebrate mental health awareness week with a range of activities including mocktails! The Wellbeing and events committee has been key to creating a sense of community across the Trust through a variety of fun and exciting activities.

# STAFF RETENTION

As a Trust, this year we have really focused our attention on creating a culture where staff want to stay and be part of the journey with us to transform children's futures.

The national picture for staff retention shows that **49%** of Academy Trust staff have considered leaving their jobs within the 22/23 academic year. Turner Schools recent staff survey shows that the picture of staff wanting to leave the Trust is **32.3%** which is significantly lower than the national average figure for MAT's. Our investment in our wellbeing provision, professional development, career planning and utilising the MAT factor to reduce workload are all having a positive impact on retaining our workforce.

Whilst we have naturally had some staff turnover this year, our exit surveys say that..

**98%**

*of staff leaving the Trust would consider working for Turner Schools again.*



# STAFF ABSENCE

We are proud of the progress we have made in supporting our staff wellbeing this year and the impact of our more proactive and robust approach to supporting our people has seen a positive impact in our staff absence rates this academic year. Overall, attendance rates across the Trust have improved from last year by **1.65%** and are **2.6%** below the national average in accordance with the workforce census data for 22/23.

**Absence rates - teaching and leadership staff**  
**2.6% below the average reported by Dfe 1st June 2023**

**Absence rates Support staff - 1.6% below the average**  
**reported by the Dfe 1st June 2023**

The supportive measures in place for absence management across the Trust focus on early intervention and clear communication between our line managers and their employee, in addition to specialist HR support. We offer return to work interviews, occupational health services, reasonable adjustments where necessary and phased return to ensure work related ill-health is minimised.

# PROFESSIONAL DEVELOPMENT

As part of our ongoing commitment to CPD, this year **32** leaders from across the Trust undertook NPQ's this year supported by the Trust and a number of our staff facilitated NPQ sessions

## Our Turner Institute of Leadership & Teaching



We have established our Turner Institute of Leadership and Teaching this academic year. The institute maps out clear career and development pathways for both Teaching, leadership and support staff functions across the Trust. We have successfully run courses on Cross Trust leadership and central services leadership and are looking forward to fully embedding the Institute into our appraisal programme in the next academic year.

As a trust, we strive to make Turner Schools a great place for staff to develop their careers and our staff development strategy has been successful this year in increasing internal promotions and opportunities. Our staff survey results reflect this with over **75%** of our staff feeling that Turner Schools is a good place to develop their careers, this figure has improved by **8%** from 21/22.

**75%** of our leadership vacancies have been filled by internal candidates and Trust-wide development has created the opportunity for **8** new cross-trust leadership roles which have all been filled by our internal talent this academic year.

# STRENGTHENING OUR LEADERSHIP

Developing and strengthening our leaders across the Trust has been a key driver in developing a culture where wellbeing is everybody's responsibility and staff can talk openly about their wellbeing.

This year we changed our approach to our employee voice groups, with senior leaders supporting our employee focus groups to ensure they are pivotal in receiving staff feedback and driving positive change.

Research from the Wellbeing Index report for 2021 indicates relationships with leaders and line managers as a key feature that can negatively affect staff wellbeing, with **60%** of staff indicating that this had the biggest impact on their wellbeing at work which is why this area was of key importance to our people strategy.

Our staff survey results highlight the success of focusing our attention on developing our leaders' to better support staff wellbeing.

**92%** of Trust staff say that their relationship with their line manager is good which is significantly above the national average of **84%** according to the Teacher Wellbeing index.



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