



*wellbeingmatters@kingsdown*



Staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to provide the best working and learning environment for all. The RLT have a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

Our goal is simple: **Develop and maintain a healthy workplace where all staff can thrive, feel valued and enjoy a good balance of work, family and health.**

At Kingsdown Wellbeing isn't just a day's event or a bowl of fruit, it is a holistic and live strategy that is real and valued. Outlined here are just a few of the ways we value our most precious resource - **our staff.**

#### People

- Family friendly policies are in place and are fairly and consistently applied
- Provision of free tea and coffee and the installation of additional water points
- The introduction of YOU Day, an additional authorised day of paid leave for any use
- A values based Appraisal system
- Excellent HR, OH and EAP services available to staff
- A welcoming and calm welfare space: The Retreat, where free refreshments are provided



#### School life

- Behaviour policies and processes are clear firmly embedded
- Zero tolerance on low level or abusive behaviour
- The school calendar and 1265 budget is consulted on and agreed
- PPA can be taken offsite enabling staff to finish early on a Friday Wk2
- A commitment to no Friday after school meetings
- Access to the best resources affordable, eg, 72" Clevertouch Boards in every classroom and Chromebooks for every student
- Refreshments available where colleagues are expected to attend an evening event

#### Leading change and communication

- A clear and communicated vision
- Meaningful consultation through Staff voice, Open Forums, Union Reps and an open door policy
- Clear and concise messaging and communication



#### Workload

- Only 3 data captures per year and no duplication
- Feedback and marking policies reviewed and efficient
- An investment in systems and software that reduces workload
- Centrally planned and resourced curriculum and SoW
- A school wide Email Etiquette



#### Health

- A fitness suite that all staff can access free of charge
- Introduced a variety of fitness classes for all levels that staff can enjoy free of charge
- Promote and encourage staff to partake in the 5 Ways of Wellbeing