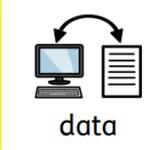
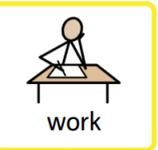




# Hanley St Luke's: Staff Wellbeing Charter

At Hanley St Luke's take the well-being of all staff very seriously. Our wellbeing charter takes into account all of the measures we have in place to assist staff to carry out their professional duties and to support mental health and wellbeing. Our staff are supportive of each other and work hard. They are our greatest asset.

 <p>committee</p>	<p>A dedicated <b>staff wellbeing committee</b> with a representative from all departments, which meets termly. Wellbeing and workload procedures evaluated regularly.</p>	 <p>buddy</p>	<p>Every staff member has a 'prayer partner' who they can turn to first for support, kindness, advice, a chat etc. The buddy will ensure that SLT are informed if they have concerns.</p>
 <p>wellbeing</p>	<p>A firm pledge to the current DFE Staff Well-being Charter demonstrating our ongoing commitment to staff wellbeing. Constant <b>monitoring of workload, systems and procedures</b> to ensure best practice.</p>	 <p>time</p>	<p>Dedicated <b>leadership time</b> for ALL subject leadership roles- <b>1 hr per week</b> and also at request.</p> <p>Parent consultations and events <b>within school times</b> as much as possible.</p>
 <p>open door</p>	<p>SLT open door policy including urgent out of hours. <b>Supportive and approachable leaders</b> who are always willing to listen and offer advice and care.</p>		<p><b>Whole day per term</b> for writing Learning Plans and SEND provision.</p> <p><b>Report writing day</b> every year.</p> <p><b>TA ½ Hour prep time</b> given each week.</p>
 <p>Christmas</p>	<p>Complimentary Christmas dinner for all staff. Christmas Staff Quiz and refreshments. Advent Raffle.</p> <p>Staff able to take 1 day for other religious observance.</p>	 <p>thanks</p>	<p><b>All staff appreciated.</b> Regular messages, treats and words of thanks and affirmation, staff shout outs and positive reminders.</p>
 <p>communication</p>	<p><b>Clear communication</b> - deadlines and events carefully considered and well publicised in advance (annual calendar consultation). <b>Emails kept to a minimum and within agreed times</b> (After 8 am and before 6pm) where possible.</p>	 <p>data</p>	<p>No pupil or class data collected for data's sake – <b>maximum 3 data drops per year.</b></p> <p>Pupil progress meeting and analysis shared with staff and done 'with' rather than 'to'.</p>
 <p>work</p>	<p>Dedicated <b>PPA time which is encouraged to be taken from home.</b> Subscriptions to high quality resources to support planning and workload.</p>	 <p>training</p>	<p>Dedicated CPD, sharing of good practice, support and communication for all job roles and departments. <b>Visiting other schools and working with other colleagues.</b></p>
 <p>coffee</p>	<p><b>Complimentary</b> tea, coffee, sugar and milk in the staffrooms for all staff members.</p>	 <p>health</p>	<p>Free access to <b>Wisdom App</b>-counselling and mindfulness, helplines, clinics, menopause support. App, website and telephone line. <b>Links with Lisa Lamb belief coding.</b></p>
 <p>team</p>	<p>Treats, snack station, laughter and friendship in the staffroom. <b>Staff encouraged to take a break together.</b></p>	 <p>snacks</p>	<p><b>Complimentary treat trolley/ snack station</b> with pick me ups, snacks and treats and lunch picks, including personal, health and hygiene items.</p> <p>Food provided for Twilights, parent consultations and INSETs.</p>