



# Chellaston Academy Staff Wellbeing Promise

By working with all staff, the following offers and commitments are available:



## At school

No prescriptive teaching methods. You have the freedom to be a professional.
On-call system each lesson to ensure you have the help and support when you need it and to uphold unconditional positive regard.
A supportive open-door policy with all leaders.
A bespoke CPD programme which offers career development opportunities for all.
Regular timetabled line management meetings to support all departments.
No performance management targets and a commitment to the Directed Time Budget.
Clear flows and strategies for wellbeing, communication and behaviour.
Flexible working and compassion/ understanding for leave when appropriate.
Return to work meetings to help and support colleagues to return to work effectively.

## Supportive life style benefits



Access to the Viv-Up benefit scheme.
Free annual Flu vouchers.
Free access to YourCare-a wellbeing platform offering a range of personal, emotional and financial support.
Complimentary treats for all staff in meetings including a free breakfast and lunch on INSET days, and Rewards days.
Free access to the fitness suite before and after school.
Recognition and acknowledgment of staff.

Open door policy for staff having difficulties through the Hub.
Termly wellbeing surveys so we can respond to the need of our staff.
Access for all employees to the Employee Assistance Programme which offers support, advice and counselling.
TES Pulse surveys so staff can anomalously give feedback that leaders can act upon.

## Care