

INCLUSIVE | MULTI ACADEMY TRUST

STAFF WELLBEING CHARTER



Happy Staff Thrive

A message from our CEO

We believe that Happy Staff Thrive and this is at the heart of our Trust beliefs. We are dedicated to creating an environment where everyone feels supported and empowered to thrive and where everyone truly feels a sense of belonging.

Good wellbeing enables us all to manage everyday pressures, work productively and make a positive contribution to our school communities. By prioritising staff wellbeing, we are better placed to support our pupils and their families.

The Trust is signed up to the Department for Education's (DFE) [Education Staff Well-being Charter](#). However, as a Trust we want to go further than this and have therefore developed our own charter which sets out our shared commitment to wellbeing and the practical steps we take as a Trust to support you.

We hope you find this abbreviated version useful. A full copy of the charter is available from the Every portal.

We aim to create a supportive and respectful working environment where staff feel valued, able to maintain a healthy work-life balance, and confident to seek or offer support when needed. We encourage colleagues to look out for one another, share ideas that improve working life, and engage in open and confidential conversations. At all times, we recognise our shared responsibility to ensure the needs and safety of our children come first.

As an employer, we are committed to fostering a wellbeing-focused, people-centred culture where staff voice is actively heard and acted upon. We will maintain ongoing dialogue about wellbeing and mental health, continually review and improve the support available to staff, and involve colleagues in decision-making through meaningful consultation and transparent feedback. By listening, responding and showing impact, we aim to demonstrate that staff wellbeing is a genuine and sustained priority.



OUR PLEDGES. We promise to:



1. Encourage a real sense of belonging

We celebrate diversity, promote equity, and ensure all staff feel respected, valued, and able to be their authentic selves. Support, guidance, and feedback opportunities are provided to make inclusion real and meaningful.



2. Prioritise Staff Wellbeing

We prioritise physical, mental, and emotional health through comprehensive wellbeing support, flexible leave, and proactive initiatives that help staff thrive.



3. Embrace a collaborative approach across the Trust

We foster a culture of teamwork and shared learning, encouraging staff voice in decisions and collaboration across all schools in the Trust.



4. Drive down unnecessary workload

We actively reduce unnecessary workload, focus on purposeful data collection, and create shared planning and resource opportunities to support staff.



5. Show a commitment to Professional Growth

We provide high-quality CPD, mentoring, coaching, and clear career pathways, helping all staff reach their potential.



6. Establish a clear communications policy

We commit to transparent, timely communication, clear agendas, and respect for work-life boundaries to keep everyone informed and supported.



7. Champion Flexible Working

We offer fair, accessible flexible working arrangements and dedicated planning or leadership time, balancing staff needs with high-quality learning for pupils.



8. Support our Leaders

We provide leaders with manageable workloads, wellbeing support, coaching, protected time, and peer networks to enable effective leadership.



Accountability and Monitoring

We will hold ourselves accountable through:

- Wellbeing reports to Trust Board and Local Governing Bodies
- Annual staff wellbeing survey with target of 80%+ response rate
- Annual survey results in a published action plan with timelines which is shared with staff, and discussed at the Staff Forum
- Quarterly analysis of staff absence and retention data
- Named Staff Wellbeing Champions in each school
- Trust Wellbeing Working Group meeting termly
- Annual charter review with full staff consultation
- Publication of wellbeing survey on Trust website

Resources and Support Available

Internal Support

- Mental Health First Aiders – contact details available from your school office
- Buddy System – speak to your line manager to request a buddy
- Staff Forum – meeting dates published on Trust calendar
- Trust Central Team (Chief Operating Officer) – contact details in staff handbook

External

- Employee Assistance Programme – [Schools Advisory Service - School Portal](#)
- [Education Support Partnership](#): 08000 562 561 (24/7 free helpline)
- [Samaritans](#): 116 123
- Union wellbeing services – contact your union representative



Review

This charter will be reviewed annually in January with full staff consultation. The next review date is January 2027.

Last updated: January 2026