



## SRWA Staff Benefits & Wellbeing Initiatives

At The Sir Robert Woodard Academy, the physical and mental health and wellbeing of our staff is fundamental to our ethos of valuing everyone in the school. We align with the Chartered Institute of Personnel Development statement on facilitating employee wellbeing: “an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation”.

Our aim is to foster a culture where all staff members, regardless of their seniority or role in school, feel engaged and motivated to give their best at work, and in return, feel valued, recognised and rewarded for the contribution they make. Every stakeholder in the school has a role to play in achieving that aim.

### SRWA Staff Wellbeing Initiatives

A Shared Wellbeing Google Drive containing varied and accessible staff resources

Dedicated in-house Staff Wellbeing Lead

The Wellbeing Room - an exclusive staff wellbeing room for confidential chats to support staff wellbeing

Staff room revamped with artwork and plants to provide a more welcoming space away from classrooms.

Staff Noticeboard - share, trade and sell!

1-1 mental health boosting sessions free for staff offered by the Wellbeing Lead or Chaplain

Feel Good Fridays - at the end of the month, an activity during staff briefing to team build/refocus/check in for wellbeing.

Wellbeing opt ins (INSET days): Yoga, Music session, Art/Crafts session, Sports, Beach walk

Wellbeing postcards for colleagues to send to each other for encouragement

Classroom ‘Open House’ opt-in for colleagues to share positive feedback.

### Other SRWA Staff Benefits

Free use of the Academy’s fitness suite

Free on site car parking

Cycle to work scheme

Free flu jabs

Free staff food on inset days, open evenings and parent evenings.

### Other SRWA Initiatives

Annual Staff Survey commissioned externally; these are some areas consistently ranked as ‘outstanding’ by our staff:

***Staff morale, workload and job satisfaction***

***Appreciation of staff achievement/contribution***

***Opportunities for staff to develop.***