



Our Commitment to Staff Wellbeing

There are benefits to working at St Luke's C.E. Primary School; you will see these in this document. The biggest benefit of all is that you will be joining a community that will support your development in your role, and that will enrich your life. At St Luke's we recognise that our staff are our most important asset and resource. It is essential that all staff feel valued as part of a team and are supported and encouraged to develop personally and professionally within a caring, purposeful learning community.

Good staff wellbeing is important for cultivating a mentally healthy school, for retaining and motivating staff and for promoting pupil wellbeing and attainment. As a faith school, it is especially important that our beliefs are reflected in our policies and processes, and the health and happiness of our staff body is an integral part of this. We recognise that there is a direct correlation between the wellbeing of our staff and the wellbeing of our pupils, and that more effective learning and teaching takes place when staff's wellbeing is prioritised.

We have a vision for the school in which staff work hard, spend a manageable amount of time on the activities that make a difference to pupils' lives and do this in a positive working environment. To show our commitment to this vision, the school offers a specific wellbeing package to our staff body should they need it.

The whole staff, supported by the Leadership Group, will work towards an ethos where everyone in the whole school community is valued, where respect and honesty are key to all school relationships and where health and wellbeing are held central to school practice. All staff are expected to show respect and empathy for each other, and to treat confidential information sensitively.

Examples of staff wellbeing benefits include:

- An attractive working environment;
- A family atmosphere: staff, students and the community all together;
- The collegiality of a community who will always support you as you develop your career;
- Access to Employee Assistance Programme (EAP) should you ever need support;
- Additional support for teaching staff through our Absence Insurance;
- Regular staff social events, with food and drinks provided;
- Free annual flu vaccine;
- An opportunity to discuss wellbeing during individual staff appraisals;
- Access to CPD training to reinforce existing skills, as well as learning new ones to improve performance;
- A comprehensive induction process for new staff including a mentoring system;
- All staff invited to INSET days;

- Planning, Preparation and Assessment (PPA) release can be taken at home;
- Afternoon sessions of INSET days devoted to classroom enhancement time;
- Food is provided for all INSET days;
- One INSET day each year devoted to report writing;
- Staff encouraged to attend their children's school events;
- Low key days planned throughout the year to promote a healthy work / life balance;
- Free fortnightly yoga sessions delivered by a professional Hatha and Vinyasa Yoga Teacher;
- Food and refreshments provided during parent / teacher interviews;
- Workload release staff meetings planned throughout the terms;
- Training provided on staff wellbeing;
- Staff surveys gauge staff wellbeing with follow up actions led by the Leadership Group;
- Release time from teaching to complete subject monitoring tasks and uploading of performance data;
- Providing fresh fruit and refreshments during the school day;
- Celebrating staff achievements;
- Recognition of staff birthdays / special occasions;
- Support from Mental Health Support Team (MHST);
- Free Christmas lunch;
- Providing spaces for staff to be able to meet, relax and work;
- Providing opportunities for building morale and promoting wellbeing;
- Involving staff in the development of the school through contributing to the School Improvement Plan;
- Clear communication via a weekly morning staff briefing;
- Storage for bikes to encourage greener ways of commuting;
- Use of the staff car park at any time of the year, e.g. visiting Kingston at weekends.

Support in Specific Circumstances

The Headteacher will provide support and discuss options as appropriate to specific circumstances. In some cases, it may be necessary to seek external services (such as Occupational Health Professionals and Human Resource experts) but the school will continue to support even when external services are involved.

Staff are encouraged to arrange medical appointments outside of school hours. Where this is not possible, support will be given on an individual basis.

Where possible, staff are supported with their work-life balance and wellbeing outside the school. This could be through providing staff with paid leave for special events and celebrations, or time off to deal with specific family circumstances or crisis. Staff should discuss their needs for absence with the Headteacher.

Spring 2026

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