

Staff-wellbeing and benefits across WAT

SRWA

Staff wellbeing and benefits at The Sir Robert Woodard Academy

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 well being: "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.

Benefits

- Free employee assistance program
- Dedicated staff wellbeing space
- Free use of the Academy's fully fitted gym
- Free on site car parking
- Cycle to work scheme
- Free opt-in health MOTs
- Free flu jabs
- Free staff food provided on inset days, open evenings and parent evenings
- Barista Coffee machine in Staff room, with Coffee Tea, Milk, Sugar/Sweeteners available

Wellbeing

- A Shared Wellbeing Google Drive containing varied and accessible staff resources
- Dedicated in house Staff Wellbeing Lead
- The Wellbeing Room - a staff only space to relax and have confidential chats
- Staff Noticeboard - share, trade and sell
- Opt-in 1-1 mental health booster sessions with Wellbeing Lead or Chaplain
- Wellbeing committee meeting every term to review SRWA wellbeing provision
- Feel good Fridays – the last Friday of every month, an activity or short presentation during staff briefing to team build/refocus/check in for wellbeing
- Staff opt-in sketching circle
- Wellbeing opt ins (INSET days): Yoga, Music session, Art session, Sports such as table tennis and badminton, walk on the beach with coffee provided
- Staff encouraged with a 'put own life jacket on first' approach to maintaining their positive mental health.
- Staff room revamped with artwork and plants to provide a more welcoming space for colleagues to meet.
- Dedicated staff outside space for use in good weather
- Wellbeing postcards for colleagues to send to each other for encouragement
- Classroom 'Open House' opt-in for teaching colleagues to share positive feedback
- Managing menopause in the workplace opt-in sessions
- Staff surveys and follow up actions with a 'you said/we listened' approach
- Paid leave given to staff to attend a child's sports day/nativity or other one-off special family events
- Half day early finish on the last day of the Autumn/Spring/Summer terms
- Christmas initiatives include an evening staff Christmas event with free food and an opt-in 'Jolabokaflokkur' Secret Santa book swap.