

WELLBEING CHARTER

At SWECET we place wellbeing at the centre of everything we do, recognising the enormous contribution colleagues make to the young people and communities we serve.



Health initiatives, including discounted gym membership, cycle2work scheme and free annual flu jabs



BLUE LIGHT CARD.

Free Blue Light Card membership



Retail discounts and benefits



Access to pension schemes - TPS or LGPS



Annual wellbeing day off, bespoke for each member of staff



Two-week October half-term break



Flexible approach to appointments and family commitments



Well-equipped staff rooms, including complimentary tea, coffee and water



Career development is encouraged and facilitated, supported by a personalised CPD plan



Pupil data collected only when appropriate



Free Employee Assistance Programme for all staff



SLT Open Door policy at all times



Christmas break 3-weekend rule



Regular social events



Consideration for all flexible working requests



Trained wellbeing champions



Well-resourced classrooms



Wellbeing working group



Measured approach to lesson visits and drop-ins



Communication is clear – annual calendar is shared and dates and deadlines are carefully considered



Dedicated leadership time for all leadership roles



Buddy system for all new staff in their first year



Team work and collaboration