

# Staff Well Being Charter



At Britannia Bridge, we pride ourselves on looking after the well-being of 'each and everyone' in our whole community, including our staff.

## Here are some quotes from our staff:

*"We are listened to and our opinions matter."*

*"A lot has been done to reduce our workload."*

*"Working from home, during PPA, has been really beneficial – I get lots more done, without distractions."*

*"I enjoy the TA Drop In Sessions – a chance to voice ideas/any concerns."*

*"At each staff meeting, we have a chance to really contribute and make decisions, as a team."*

*"I have progressed, massively, in my career, during my time at Britannia Bridge."*

*"The staffroom display 'You said We Did' shows how we are listened to."*

*"GROW Coaching is great for children and staff – a vital problem-solving tool for life."*



## Our Employee Assistance Programme

As a school, we also ensure that all our staff have access to Wigan's EAP (Employee Assistant Programme) – this offers a wide range of support for all:

**Support 365 days a year 24/7...**

- Debt and money management advice
  - Legal Aid and Employment Law
    - Career Issues
    - Bereavement
  - Home and Workplace Relationship Problems
    - Childcare and Eldercare
- Confidential counselling (for any stress related problem)
  - Flood advice and guidance

**How can I contact the EAP service?**

**If you would like to speak to a specialist, in confidence...**

Call: 0800 028 0199

**Further support...**



- Our Weekly INSET Agenda incorporates Staff Voice, as a standard item.
- We regularly undertake the 'What is Working Well/Even Better' If activity.
- TA Drop In Sessions have been introduced.
- 'Same/Maybe/Avoid' – we consider this at the start of each year.
- We have changed from 6 to 3 Data Collection points, per year, to reduce workload.
- Parent/Carer Evenings/Learning Reviews have changed times, to ensure our staff don't miss too much of their own family time.
- We have changed our approach to tracking our children's progress (in Non-core Subjects), to reduce workload.
- We have reviewed our Marking and Feedback Policy, with the aim to reduce workload.
- We can take PPA (Planning Preparation and Assessment) time, at home, if we choose to.
- Our Senior Leaders are considerate, when we request essential Leave of Absence.
- Our Code of Conduct and Core Values are a constant reminder to be kind to each other – they underpin and permeate our practice.
- We take part in regular training – see our CPD (Continuous Professional Development) logs.
- We complete regular Well-being Questionnaires, to measure/analyse our well-being.