Wellbeing and workload charter

Wellbeing Culture

Focus-Trust is committed to making sure that every workplace is a healthy and positive environment. Our intention is to enable great educators to have a strong moral purpose and to ensure we provide a great place for everyone to work, learn and thrive. Professional honesty is at the heart of what we do, and we encourage all staff to be "great at my job". We ask all leaders to foster a team spirit, with effective, open and honest communications being key to this. Always reviewing how we can reduce workload, being transparent and collaborating with one another are important in maintaining a healthy working environment.

- ✓ Having jobs with a clear purpose
- ✓ Ensuring that there are clear expectations with recognition and opportunities
- ✓ Having a strong commitment to reducing work loads
- ✓ Prioritising staff wellbeing and encouraging all staff to have a work-life balance to allow time with friends, family and for leisure
- ✓ Creating trust in our collective decision making and ensuring we regularly seek feedback from staff
- ✓ Having access to free phone counselling. Face to face counselling is offered where possible. Having access to the Employee Assistance Programme
- ✓ Supporting staff to progress and encouraging everyone to be "**great at my job**"
- ✓ Ensuring all staff have access to responsive professional learning
- ✓ Building strong relationships within each school and within our communities
- ✓ Supporting staff to recognise they need to take responsibility for their own wellbeing and encouraging them to look out for the wellbeing of others
- ✓ Creating a good behaviour culture – all staff have a shared understanding of how good behaviour is encouraged and rewarded
- ✓ Looking to create a supportive culture around flexible working
- ✓ Providing clear guidance to staff around timings of communications to ensure our approach is reasonable and truly allows staff to take a break from work

Wellbeing offer

- Mental Health First Aiders
- Employee Assistance Programme
- Wellbeing webinars
- Counselling
- Physio support
- Cycle to work scheme
- Reliable attendance management strategy
- Flu vaccinations