

# WELLBEING OFFER



## Intervention:

- Well-being hours (paid)
- Employee assist program
- Sickness and absence return to work
- Access to occupational health
- Reasonable adjustments

## Leadership:

- Clear communication
- Weekly briefings held by HT
- Termly TA meetings held by HT
  - Good staff : pupil ratios
  - Whole staff inset
  - Whole staff twilight
  - SLT open door policy
- Guidance on appropriate work / life balance
- School ethos and values modelled
- Email and Class dojo curfews

## Basic Needs:

- LCC policies in place
- Employment rights
- Inclusive environment
- Staff training / CPD
- Significantly subsidised staff lunches
- Staff room / Outdoor well-being area / PPA room
- Job security

## Embedded Support:

- Termly well-being meetings within class team
- Termly well-being Wednesdays as a whole school
- Well-being treats throughout the year e.g. ice lollies/sausage butties
- time off for appointments and free lunches on INSET days.
  - Out of hours well-being arrangements e.g. Christmas party / walks
- Representative well-being team
- Metal Health first aiders for support
- Paid special leave