



Wellbeing Charter

Foundation Education Staff Wellbeing Charter

Our Staff Charter communicates to you the employee experience the Foundation aims to deliver. Our Charter connects to our vision, values, culture, opportunities and the financial and non-financial benefits of working for the Foundation. It helps define how we will work with each other through our schools, clusters and central teams and collectively create an attractive, modern and enjoyable workplace that recognises the valuable contribution each one of you makes.

Arrange well being workshops

Holding sessions on mindfulness, stress management, yoga can help relieve stress

We provide...

- Cooking/drumming/creative workshops.
- Baking workshops
- Meditation and sound healing event.
- Mindful activities

Reward & Recognise

Rewarding and recognising hard work can increase confidence and name people feel valued for the contributions they're making

We provide...

- Range of pension schemes with ancillary benefits
- Star of the month
- Performance development
- Foundation ceremonies

Healthy Relationships

Healthy relationships with colleagues are incredibly important for wellbeing, good relationships has been linked to improved job performance

We provide...

- Social event team who organise after school events
- Wellbeing on the agenda during departmental meetings. Findings fed back to line managers to help address/discuss issues/concerns.
- Everyone adhering to our core values of CARE.
- Team building activities
- All staff are given a birthday card from the Academy.
- Designated wellbeing committee

Help employees to work towards long term goals

Helping Employees develop their careers and achieve their goals is a key way of encouraging mental wellbeing.

We provide...

- Training
- HoDs to discuss career aspirations with teams during performance management process and things put in place to help achieve them
- Varied career paths
- Secondment opportunities
- An annual Foundation conference
- Personal development
- CPD Programme

Survey your teams

Collecting regular feedback will determine how they are feeling and allows effect decisions to be made and focus on what's most important for the team

We provide...

- Termly survey to staff
- Meetings with line managers to discuss wellbeing concerns/issues/initiatives
- Wellbeing a standing agenda item at department meetings.

Create a comfortable work environment

Our environment greatly affects our wellbeing.

We provide...

- New, well-equipped building
- Designated staff room
- Developing staff room / work rooms
- Colourful displays
- Reflection room
- Free secure parking

Encourage Real breaks

Real breaks are critical to wellbeing, they come back feeling physically and mentally refreshed

We provide...

- Allocated Staff room
- Tea & Toast Friday brings people together and encourages a break
- Designated kitchenette with full facilities

Provide an Employee Assistance programme

An EAP provides confidential counselling to staff to help with problems affecting their well being

We provide...

- Employee assist.org.uk
- Staff wellbeing webpage.
- Suite of family friendly wellbeing and EDI policies.
- **BHSF** – a not-for-profit health and wellbeing provider with a proud history of making healthcare accessible to working people.
- **St Martin's Counselling & Psychotherapy**

The Academy Trust and the Foundation has engaged the services of St Martin's for some time now. A referral is made via the line manager.

Make it easy for staff to make healthy choices

Offering healthy snacks will encourage staff to prioritise their physical wellbeing, while also reducing any post sugar rush slumps

We provide...

- Free Fruit in staff room
- Football Friday
- Staff Rounder's
- Promotion of fitness suite which is available for staff to use on a Friday from 3.10pm and week days from 4pm
- Cycle Scheme
- Free eye sight tests and flu vaccinations

Staff Wellbeing 2025/26

Autumn	Spring	Summer
KEY PROGRAMME PERSONAL DEVELOPMENT AND TRAINING	KEY PROGRAMME PHYSICAL WELLBEING	KEY PROGRAMME SENSE OF BELONGING
Core Values – Aspiration	Core Values – Care	Core values – Equality
THEME Help employees work towards their long-term goals	THEME Wellbeing choices	THEME Survey your team
PRIORITIES Professional Development Plan Training Day Book Club Work Load Statement updated	PRIORITIES Steps Challenge Access to the gym Rowing Challenge	PRIORITIES Team building on training day Survey to the whole school Connect – Speak to someone instead of emailing
Next Steps Wellbeing team meeting – Thursday 27th November 2025	Next Steps Wellbeing team meeting – TBC	Next Steps Wellbeing team meeting – TBC

