



Holte School Staff Wellbeing Charter

Holte School is committed to supporting positive mental health and wellbeing of staff. This charter demonstrates wellbeing strategies in place towards that commitment.



SLT Open Door Policy at all times including urgent email for non-school days



Daily lunch provision available to all staff in the staffroom



A Staff Wellbeing Group to support and lead on whole school wellbeing initiatives



Annual Wellbeing Days which include a variety of optional drop-in sessions for all staff



Silver School Mental Health Award from Carnegie Centre of Excellence for Mental Health in Schools



Childcare vouchers scheme available for staff with children in regular day care



A Mental Health Policy to promote positive mental health for every staff member and student



A reduced TT allocation which includes greater PPA time than national average



Staff trained as Mental Health First Aiders



Complementary breakfast provided by SLT throughout the year



Access to a free counselling service for staff both in-house and via external EAP



Wellbeing libraries in communal areas



A balanced and supportive whole school induction timetable for new staff



Work/Life Balance weeks with no evening meetings/events on school calendar



A flexible and generous approach to requests to attend appointments and family events



Dedicated classrooms wherever possible for all teaching staff



Access to free flu jab vouchers for eligible staff upon request



Deadlines are well publicised and annual calendar consultation with staff



Opportunities for career development always considered



A reduction in the need for unnecessary data collection and a streamlined reporting system



A buddy/mentor for new staff



Complementary Christmas meal for all staff each year



On-site free parking



Complementary food available on training days and parents evenings



Optional staff whole-school social events arranged through-out the year



A considered approach to lesson observations, reporting cycles and QA weeks