

Trust commitment to mental health and well-being



- **Aims:**
- To support all staff to feel able to talk about well-being by providing an environment that is positive, healthy and safe
- To actively engage and encourage staff to reflect on their own health and well-being to facilitate good self-management and to ensure all staff understand how they can access support
- To give staff the confidence to challenge themselves and their thinking to underpin CDP, job satisfaction and to demonstrate to our students the importance of continuous self-reflection and challenge.

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‘Well-being is about achieving balance. It’s about an individual’s ability to balance the psychological, social and physical resources they possess against the challenges they come up against.’



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- Understand your staff
- Be prepared to listen
- One size does not fit all
- What is essential?

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- Research
- Be prepared to break with tradition
- How will you retain strong staff?

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What we have done as a Trust this year:

- Improved staff induction into the Trust and each school
- Removed formal written reports at some schools
- Reduced amount of data collection points
- Better use of bulletins to reduce all staff emails. Questions to ask yourself before you send the ALL STAFF EMAIL!
- The use of the 'like button' – simple but effective
- Out of office rule
- ICT shut down once a month



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What we have done as a Trust this year:

- Honour special occasions
- Work effectively with unions
- Mapped out key dates and communicated them early
- Health care – pilot in one school possible roll out to others
- Piloted NO MORE MARKING
- Support with all professional learning – MA/PhD
- Well-being week
- Moved a disaggregated day for a long weekend
- Yoga
- Weekly nominated ‘I heard a whisper’.

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What we have done as a Trust this year:



Golden Time

- 5 hours of TOIL (paid)
- Pilot from February half term at Beauchamp
- Trust wide approach



Questions?