



## STAFF WELL-BEING CHARTER

**Working together, we enable everyone to flourish through high quality education**

*Guided by our values of Courage, Unity and Equity*

### **Flourishing Together**

We believe that when our people flourish, our children thrive. We all commit to:

- Prioritising wellbeing and mental health in every decision, ensuring staff feel supported and valued.
- Providing high-quality professional development tailored to individual and school needs.
- Recognising and celebrating contributions across all roles.
- Promoting a healthy work-life balance through careful workload planning and wellbeing initiatives.

### **Working Together**

Collaboration is at the heart of our Trust. We all will:

- Foster teamwork across schools and roles, encouraging shared learning and mutual support.
- Encourage open, honest communication and feedback, ensuring transparency and trust.
- Actively listen and respond to staff voice through surveys, forums, and regular dialogue.
- Build strong, respectful relationships that underpin a positive and inclusive working environment.

### **Courage, Unity and Equity**

We stand together to create a fair, inclusive and brave culture. We all will:

- Champion equity and belonging, ensuring everyone feels seen, heard and respected.
- Tackle stigma and promote psychological safety, encouraging openness and support.
- Support colleagues in balancing personal responsibilities alongside professional commitments.
- Uphold high standards of behaviour and mutual respect, fostering a safe and inclusive environment.