

Keswick School MAT Staff Well-Being Statement

Keswick School MAT is committed to supporting all staff in achieving a healthy balance between family, work, rest and leisure. We recognise that well-being is essential to professional fulfilment and personal happiness.

Keswick School MAT will strive to foster a culture where every employee feels valued, heard and supported. Senior staff and middle leaders are expected to maintain an open-door policy, welcoming any colleague who wishes to discuss concerns or anxieties. It is also acknowledged that some matters may be sensitive and staff may prefer alternative avenues for support.

Employees are encouraged to join recognised trade unions, which provide an additional channel for raising concerns and promoting dialogue with the MAT.

Keswick School MAT is dedicated to maintaining a safe and respectful workplace. We are committed to ensuring that:

- Staff work in premises that are safe, well-maintained and fit for purpose
- There is zero tolerance for violence or the threat of violence from any individual
- Staff are protected from any form of bullying and harassment by anyone
- When working practices need to change, the rationale is clearly communicated. Staff will be consulted and involved in a meaningful conversation to ensure changes are practical, purposeful and beneficial to all
- Staff contributions are recognised and valued. Constructive suggestions are welcomed and implemented where feasible

Keswick School MAT is dedicated to ensuring all employees are treated fairly and equitably. WE strive to foster a professional environment built on mutual respect and trust:

- All staff members are valued and treated with courtesy and respect
- While staff are accountable for their performance they are trusted and granted professional autonomy
- Responsibilities are distributed appropriately, ensuring individuals are not overloaded and have the necessary skills, training and experience to perform their roles effectively
- We remain committed to reducing unnecessary workload across the MAT

Keswick School MAT recognises the importance of personal and social time for all staff. We are committed to promoting a healthy work/life balance:

- A dedicated staffroom is available for colleagues to socialise during breaks and lunchtime
- Staff are not expected to forgo lunch breaks or eat lunch at their desks
- Staff are free to leave site during their lunch break if they so desire



- Timetables and break duties are allocated fairly and transparently
- Reasonable requests for flexible working will be accommodated wherever possible, unless there are good reasons why they cannot be met

Keswick School MAT has a duty of care to all employees and seeks to ensure where reasonably possible that no member of staff suffers from unhealthy levels of stress. The Health and Safety Executive define stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”.

To support this commitment, senior staff and middle leaders are expected to:

- Monitor the well-being of individuals within the MAT
- Offer praise and recognition to individuals and teams for their achievement
- Provide support to colleagues experiencing personal difficulties

For Keswick School MAT to succeed in this endeavour it relies on:

- All staff working collaboratively in teams and continuously supporting, encouraging and caring for one another
- Any concerns regarding a colleague’s well-being being reported promptly to an appropriate senior member of staff or middle leader

Keswick School MAT will promote the well-being of all staff through proactive, supportive and sustainable practices, our approach includes:

- Promoting positive mental health among both staff and students
- Encouraging staff to seek support early if they are experiencing mental health challenges
- Providing appropriate support for staff returning to work following mental health related absence
- Sharing education and awareness initiatives to educate staff on mental health and well-being
- Ensuring work deadlines are reasonable and manageable
- Encouraging staff to take personal responsibility for their own health and well-being
- Encouraging staff to take responsibility for their own work and effectiveness as a means of reducing their own stress and that of their colleagues
- Equipping managers with the tools and resources needed to support the well-being of those they line manage
- Carefully planning school calendars, with meetings scheduled in advance and aligned with directed time regulations
- Ensuring rarely cover is kept to a minimum
- Continued monitoring and measuring staff well-being to inform future improvements
- Committing to the principles of the Education Staff Well-being Charter