

Keswick School MAT Staff Well-Being Statement

Keswick School MAT is committed to ensuring all members of staff have a healthy balance of family, work, rest and leisure in their life.

Keswick School MAT seeks to create a culture where every employee is valued, listened to and encouraged. All senior staff and middle leaders are expected to have their doors open to any colleague who has an undue anxiety or concern. It is appreciated that there may be some issues that staff may not feel comfortable discussing with a senior member of staff or middle leader.

Employees are encouraged to join recognised trade unions. Trade Unions can enable staff to raise issues that can then be raised with the academy.

Keswick School MAT is committed to creating a safe work place where:

- Staff work in premises that are safe and fit for purpose
- There is zero tolerance to violence or the threat of violence from anyone
- Staff are protected from any form of bullying and harassment by anyone
- When working practices have to change, the reasons why are explained to staff. There will be an adequate period of consultation and negotiation, to ensure that any changes are fit for purpose and work for the benefits of the academy, staff, pupils and parents.
- Contributions from staff are recognised and valued and positive suggestions are acted upon where possible

Keswick School MAT is committed to fair and equal treatment of all employees:

- All members of staff are valued and treated with courtesy and respect
- Although members of staff are accountable for their performance they are trusted and given professional autonomy
- Individuals are not overloaded with responsibility and possess the skills, training and experience to perform their roles effectively
- Keswick School MAT will continue to drive down unnecessary workload

Keswick School MAT believes all members of staff need personal and social time:

- A staffroom is provided for colleagues in which they may socialise during breaks and lunch time
- Members of staff are not required to forgo lunchbreaks or eat lunch at their desks
- Members of staff are free to leave site during their lunchbreak if they so desire
- Timetables and break duties are allocated fairly
- Reasonable requests for flexible working will be accommodated unless there are good reasons why they cannot be

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”. Senior staff and middle leaders are expected to:

- Keep an eye out for the well-being of every individual within the MAT
- Give praise to all individuals and teams for any successes
- Support colleagues who are facing difficult personal circumstances

For Keswick School MAT to succeed in this endeavour it requires:

- All members of staff to work collaboratively in teams and continuously support, encourage and look after each other
- Any concerns about the well-being of a colleague are reported to the appropriate senior member of staff or middle leader

Keswick School MAT will promote the well-being of all staff by:

- Promoting positive mental health in all staff and students
- Encouraging staff to get support early if they are struggling with a mental health problem
- Supporting staff who have been away from work with a mental health problem
- Sharing education and awareness initiatives to educate staff on mental health and well-being
- Ensuring work deadlines are reasonable and properly scheduled
- Encouraging staff to take 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
- Ensuring managers have access to the tools and resources they need to support the well-being of those they line manager
- Ensuring school calendars are carefully planned with meetings arranged in advance and in line with directed time rules
- Ensuring rarely cover is kept to a minimum
- Continued measurement of staff well-being
- Signing up to the Education Staff Well-being Charter during the 2021 autumn term

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