



Vision Academy Learning Trust

WELL-BEING CHARTER

Adopted January 2022

Responsible Officer S White (CEO)

Review January 2023



CHANDLERS RIDGE
ACADEMY



EGGLECLIFFE SCHOOL
AND SIXTH FORM



HUNTCLIFF
SCHOOL



JUNCTION FARM
PRIMARY SCHOOL



LAURENCE JACKSON
SCHOOL



SALTBURN PRIMARY
SCHOOL



THE LINKS
PRIMARY SCHOOL



WHINSTONE
PRIMARY SCHOOL

VALT Well-Being Charter

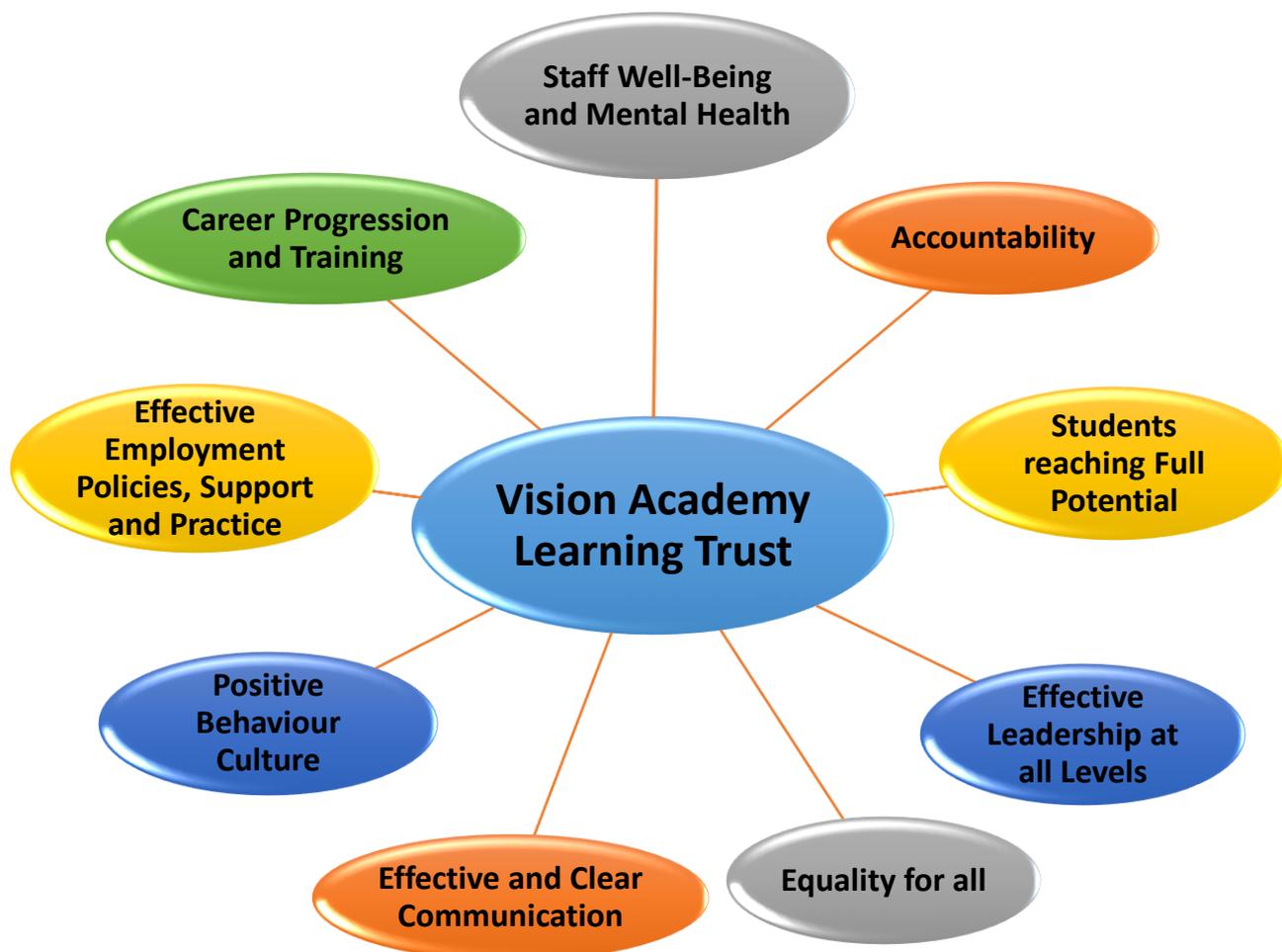
Vision Academy Learning Trust is committed to supporting and celebrating our staff and promoting staff well-being. We are proud of the culture in our schools and the wider organisation.

Our culture is underpinned by:

Culture and Ethos

- An ambitious ethos that supports every student so they have the chance to reach their full potential
- A strong moral purpose that underpins our practice and decision-making
- Ethical Leadership underpinned with a strong equality ethos for all stakeholders
- An understanding that consistency, coherence and collaboration are vital to successful teams.
- A published Well-being Charter in each school (where amendments are necessary).
- A commitment to listening to staff, including an annual staff survey
- Calendared meetings with professional associations.

To support our ambitious culture and ethos, Vision Academy Learning Trust prioritises the following areas to ensure our schools are well led, supports staff well-being and their value within the Trust.



VALT Well-Being Aims:

- Prioritise staff mental health by:
 - Promoting an open and understanding culture to mental health and well-being
 - Fulfilling our legal duty to reduce risks
 - Offer support through effective human resources
 - Empower staff to take responsibility for health and well-being
- We encourage, recognise and value staff contribution towards ideas and practices that support:
 - Well-Being for staff
 - Well-Being for students
 - school expectations,
 - culture for excellence,
 - raising standards,
 - wider curriculum
- Staff will be recognised as an individual, as someone who has priorities outside of work.
- We are committed to supporting and developing leaders at all levels to deliver outstanding leadership and model best practices and behaviours that enable staff and students to feel valued and achieve excellence
- We will seek to recognise and celebrate individual and collective achievements.
- We recognise the importance of clear, timely and appropriate communication and will endeavour to use appropriate methods that support effective communication
- We will ensure a clear communication strategy to keep staff up to date with developments at work and how these may affect their role and workloads.
- Meetings will have a purpose, be well organised, efficiently run and result in clear actions.
- We will actively encourage all staff to avoid responding to emails at weekends and after 6.00 pm on weekdays. We recognise that some staff may wish to process emails at these times and to operate a delay in sending them.
- Staff surveys will be conducted annually as a 'temperature check' of staff Well-Being and to gain feedback. This information will help to shape the future direction of our policies and practices.
- We continuously review our calendar and practice, to try and eliminate unnecessary workload and rationalise systems so that they are even more efficient and supportive.



Working Practices

- A commitment to review workload regularly and make changes wherever possible.
- Trust partnerships that offer support with planning, development, standardisation and the sharing ideas and best practice.
- A commitment to support experienced staff and teams to innovate, research and share their best practice
- No requirement to produce written lesson plans (*outside initial teacher training and where staff are on support plans — in both cases we help colleagues manage this*).
- To consider part-time and flexible working (including job-share possibilities) wherever possible.
- Opportunities for staff to collaboratively plan Schemes of Learning and Assessment that support effective sequencing of knowledge, pedagogy and formative assessment.
- Feedback and marking procedures designed to ensure timely review of students learning

Behaviour and Relationships

- VALT schools have high expectations and standards of behaviour, with a shared responsibility for developing and maintaining positive relationships and attitudes to learning and work.
- A clear Behaviour Policy and support structures, as well as ongoing training and support.
- Clear and consistent routines to support both staff and students.
- Engaging, respectful and positive students who are keen to learn and participate in school life.

Support and Development

We offer:

- A commitment to support and develop all staff professionally and invest in colleagues to grow our own talent.
- A structured induction programme and support for new staff.
- Access to internal and external leadership programmes.
- A strong Central Services team that reduces operational and compliance pressure on school leaders.
- A central Trust Improvement Team that will supports leaders, facilitates sharing best practice and supports departments
- Opportunities for staff to:
 - Have opportunities top progress in their career
 - take innovative roles within a school or across the Trust to enhance curriculum
 - take innovative roles within a school or across the Trust to enhance extra-curricular
- Practical accessibility support when needed.
- Professionally supportive Trustees and Local Governing Committees.
- A culture of regular appreciation for staff and opportunities to socialise.



Practical Well-Being Actions:

- We will encourage staff to take appropriate breaks and time away from their work station.
- The Trust has a policy to support emergency and special leave when you need it.
- No meetings will be arranged after the school day on Fridays.
- We will monitor workloads and encourage staff to leave on time.
- Well-Being events will happen at least once per term by ensuring no after school meetings but providing other activities
- We will ensure staff know who to approach with problems concerning their role and how to pursue concerns or issues with senior or line managers.
- Staff will have access to complimentary tea and coffee and refreshments on training days.

- The Trust and schools will develop materials to support the development of your personal health and Well-Being and encourage us all to adopt a healthy lifestyle.
- As part of the Trust recruitment policy all staff undertake a pre employment health questionnaire. This assists with identifying any additional support or reasonable adjustments necessary to fulfil the role.
- Employees have access to support, counselling and mental health support.
- Regular welfare contact with staff is made during periods of absence to offer ongoing support
- Staff movement within the trust schools is facilitated where possible to support personal circumstances and minimise the need for any unnecessary redundancies
- All vacancies are circulated to all schools within the trust
- Return to Work meetings will be conducted in a positive and supportive manner. Options for a phased return will be considered on a case by case basis.
- Occupational Health advice is sought where appropriate.
- You will be automatically be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS).
- VALT recognises the benefits of positive relationships with Trade Unions.
- VALT is committed to ensuring equality across the Trust, and that all staff are treated fairly and in accordance with Trust policies.

As a teacher we will also:

- You will have access to excellent professional learning opportunities
- We will not grade you or your lessons.
- You will be supported with pupil behaviour through clear policies, training and confident leadership.
- Assessment and marking, teaching and learning and data collection policies support you to ensure your time is used in the most effective way and workload issues are taken into account.
- We begin from the assumption that every main scale M1-5 teacher will get an annual pay rise and a culture of utter transparency and 'no surprises' when making pay progression decisions
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.



VALT Benefits for Employees to support health and Well-Being :

Employment Policies:

- Recruitment and retention policy
- Flexible Working Policy
- Sickness absence policy
- Special leave policy
- Shared parental leave policy
- Health and safety policy
- Ongoing individual risk assessments where required
- Working time directive – monitoring of hours worked by individuals

Additional Support:

- Westfield Health & Wellbeing – provides counselling support to all staff
 - Free and confidential support
 - Emotional, financial and legal guidance
 - Up to 6 sessions of structured counselling, if recommended
 - Advice on Family issues
 - Medical Information
 - Housing Concerns
 - Stress & Anxiety
 - Tax Information
 - Bereavement
- Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme (Provided you are a member of these plans)
- Cycle to work scheme
 - A recognised Inland Revenue salary sacrifice scheme

Wellbeing Benefits:

- We offer many roles in term time only
- We are supportive of flexible working
- We are a living wage employer
- Corporate membership to;
 - Sporting Lodge Gym £20 a month,
 - Activ8 Gyms – Cost reductions dependent on participation
 - Includes access to Activ8 Gyms in numerous locations
 - Access to all Activ8 fitness classes across the area
 - Access to Activ8 swimming pools
 - Bannatynes – discounted price available on request at individual gyms

Other Benefits:

- Automatic enrolment in the Trust Pension Scheme that has an enhanced rate in comparison to government rates
- Child care vouchers (
 - <https://www.discountsforteachers.co.uk/>
 - Free to join and offers a range of discounts on everything from groceries to shopping, to days out for yourself or families
- <https://www.teacherperks.co.uk/perks>
 - Free to join – discounts on shopping, groceries, days out
 - Also includes some free lesson plans



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