# Bowker Vale Primary School

Aiming High

Showing Integrity; Being Respectful, Honest, Fair, Proud, Kind

# Bowker Vale Wellbeing Charter

***We put people first so every member of staff can thrive, teach well and enjoy working here.***

Our commitments;

## Wellbeing and Support

- Free wellbeing services available to all staff and their family members
  - Access to Health Assured, including a free 24-hour confidential helpline (0800 030 5182)
  - Access to the Wisdom Wellbeing App
- Mental Health First Aider available for support within school
- Leaders maintain an open-door approach so staff feel listened to and supported

## Work–Life Balance

- Protected and guaranteed PPA time
- Open and fair consideration of flexible working requests
- Clear and consistent policies in place to inform and protect
- Procedure for medical appointments, caring responsibilities and urgent leave during the school day fair
- Timetabled 'Golden' staff meetings, recognising the importance of time and wellbeing
- Staff meeting time is valued, purposeful and used efficiently with early finishes to directed time provided where time can be better used for other professional responsibilities

## Staff Voice and Community

- Staff opinions are valued and acted upon through surveys and suggestion opportunities
- Opportunities for staff social events and team building

## Professional Development

- A strong and meaningful CPD offer
- Opportunities for coaching and professional growth

## Working Environment

- A comfortable, air-conditioned and fully equipped staff room designed to make break times more enjoyable
- Well-maintained grounds and safe, tidy and welcoming learning and staff spaces