**Staff Wellbeing Statement of Intent**

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**Ratification Date:** January 2019

**Review/ Renewal Date:**  January 2022

**Introduction**

We believe the wellbeing of the staff within the RISE Alliance is fundamental to the smooth running of each school within the Alliance and underpins all of the activities, teaching and developments that take place. A good work-life balance and motivated and positive approach to work is central to staff effectiveness and student learning.

A healthy, happy staff has a positive impact on the opportunities and learning of the children. Conversely problems with staff wellbeing contribute to less effective work, including the susceptibility to illness and accidents, less risk-taking and lower energy levels and higher staff turnover, all of which can affect children’s learning and school resources.

**Statement of Intent**

Each school within the RISE Alliance has a responsibility to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all their employees.

It is the RISE Alliance Statement of Intent to encourage and enable all staff to maintain a healthy balance between their work and out of school interests.

Each school within the RISE Alliance will endeavour to:

* Provide a caring and supportive working environment
* Provide staff with strategies for dealing with stress in and out of school
* Offer opportunities for all staff to utilise their talents
* Develop systems that have due regard to staff wellbeing

**Monitoring**

Issues related to wellbeing will be regularly monitored by individual School Leadership Teams during their regular meetings

An annual staff survey will be carried out by Governors to collect information relating to staff wellbeing. Data from this will be analysed and considered by individual governing bodies who will liaise with their Head Teacher to address problems identified.

**Addendum**

Each school within the RISE will operate their own administrative procedures in respect of the above Statement of Intent.

If the need arises, this Statement of Intent will be subject to review prior to the renewal date indicated at the start of this Statement of Intent document.

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| Rise Schools |  | Version Control |
| Cadbury Heath |  | V 1.0 | Mervyn George | 7th September 2018 |
| Courtney |  | V1.1 | Mervyn George & Steve Searle | 1st October 2018 |
| Longwell Green |  |  |  |  |
| New Horizons |  |  |  |  |
| Redfield Edge |  |  |  |  |