



Bradford Diocesan
Academies Trust

The BDAT Family Wellbeing Charter



Autumn 2022

The importance
of wellbeing and
compassion at work

The BDAT Family Wellbeing Charter

BDAT as a Trust is committed to being an employer of choice. A central part of this is making sure we put employee wellbeing and mental health at the heart of all that we do.

We will support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles in the BDAT Family.

We will support the development of a culture of compassion – one of the five BDAT core values, known as ICARE: Inclusion, Compassion, Ambition, Resilience and Excellence.

What does compassion mean to BDAT?



What do we mean by Wellbeing?

The World Health Organisation defines good mental health as: *"A state of wellbeing in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her own community."*

As part of our ambition to be a compassionate employer, BDAT is committed to publishing and implementing a series of well being objectives as part of our wellbeing offer. The DfE call this an "Education Wellbeing Charter".

They describe a Wellbeing Charter as *"a declaration of support for, and set of commitments to, the wellbeing and mental health of everyone working in education"*.

"The Charter is for education staff in England. This includes temporary and support staff. All state funded schools and colleges are invited to sign up to the Charter, as a shared commitment to protect, promote and enhance the wellbeing of their staff."

For more information about the DfE Education Wellbeing Charter visit: [Education staff Wellbeing Charter - GOV.UK](https://www.gov.uk/guidance/education-staff-wellbeing-charter) <https://www.gov.uk/guidance/education-staff-wellbeing-charter>

Why do we want to have a Wellbeing Charter at BDAT?

DfE state that a Wellbeing Charter is an important way to:

- show staff that you take their wellbeing seriously.
- open a conversation with staff about their wellbeing and mental health.
- create a staff wellbeing strategy.
- create a wellbeing-focused culture.

This ambition completely aligns with BDAT family ambition to be a good, compassionate employer and an employer of choice.

At BDAT we believe:

- Our staff are a precious resource: valuing them, their wellbeing and mental health and treating them with compassion, is a duty we all share.
- We want to recruit and retain the very best staff. To do that we need to look after our staff, listen to them and treat them well.
- Prioritising wellbeing is also crucial in securing better outcomes for young people, including regarding their own wellbeing and mental health. If our young people can see that our staff prioritise, promote and model compassion and wellbeing then it is more likely that our students will do the same.

We also believe BDAT should be free from mental health discrimination, guided by emotional intelligence, and characterised by supportive, nurturing, and compassionate cultures.

We want to be a Trust where the conditions are such that every member of staff can thrive. We recognise that everyone has a role to play in creating and sustaining those conditions, including Trustees, Governors and staff themselves.

This Charter shows our intent to come together with people across our family of schools with the shared aim of improving our collective and individual wellbeing.

Our Wellbeing Charter:

Our Wellbeing Charter focuses on 11 key areas or priorities. As a Trust we have set out our ambitions in each of the core areas. We will be consulting with Trustees and school colleagues on this in coming months to enable them to reflect on their individual wellbeing priorities and those in their school setting.

We will be launching the Charter at our October 2022 conference: "Developing a Well Workforce", where we will be bringing all our workforce together to consider what they can commit to at school and at an individual level to prioritise and promote wellbeing for themselves and when working with their colleagues across the Trust.

BDAT Wellbeing Priorities

1 We will prioritise staff mental health.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will tackle mental health stigma, by promoting an open and understanding culture.</p> <p>We will give the same consideration and support to mental health as physical health, including in the management of staff absence.</p> <p>We will fulfil our legal duty to control the risks associated with work-related stress in the education setting so far as is reasonably practicable.</p> <p>We will improve working lives through employment policies such as flexible working and absence management.</p> <p>We will offer support through our BDAT counselling service.</p>		

2 We will give staff the support they need to take responsibility for their own and other people's wellbeing.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will empower and encourage staff to take ownership of their own wellbeing and look out for the wellbeing of others.</p> <p>We will review all our policies to ensure wellbeing is considered.</p> <p>We will share wellbeing good practice and resources across the BDAT family of schools.</p> <p>We will ensure that staff know how to access appropriate guidance, support and tools, and that their use is encouraged throughout the Trust.</p> <p>We will continue to operate and review our BDAT employee benefits scheme: "BDAT Benefits".</p>		

3 We will give managers access to the tools and resources they need to support the wellbeing of those they line manage.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will work to provide managers with tools, resources and training to support their staff. We will work with school leaders to share good practice and resources across our schools.</p> <p>We will not expect managers to provide professional wellbeing support, for which they have no professional training. We will instead ensure that there are clear routes in place to access support, for example, through our BDAT occupational health offer.</p> <p>We will create a safe place to work through our health and safety policy and initiatives.</p>		

4 We will establish a clear and open communications policy around wellbeing.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will encourage open and honest discussion amongst staff on wellbeing. We will model this as school and Trust leaders.</p> <p>We will provide clear guidance to all stakeholders on remote and out-of-school hours working, including when it is and isn't reasonable to expect staff to respond to queries. This will not necessarily include preventing staff from accessing email at 'unsociable' hours if it suits them personally.</p>		

5 We will ensure a sense of belonging amongst staff by giving them a voice in decision-making.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will constantly strive to improve the ways in which the voice of all staff is included in the decision-making process across the Trust through direct engagement with staff and through working with Trade Unions.</p> <p>We will use our networks and professional learning communities, as a channels for direct conversation and will invest in and listen to staff surveys and feedback.</p> <p>We will proactively seek to draw upon the experience of those with mental health issues and/or those who feel that they have suffered from discrimination. We want staff to be able to share their experience confidently and safely through our Wellbeing offer.</p>		

6 We will proactively drive down unnecessary workload, making use of available tools, research and best practice.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will share examples of schools' implementation of the Workload Reduction Toolkit for schools.</p> <p>We will continue to work with the EEF and other professional teaching and national bodies to identify good practice in workload management and roll this out to schools as appropriate.</p>		

7 We will champion flexible working and diversity.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will work to create a supportive culture around flexible working, within the parameters of the education sector.</p> <p>We will work to promote diversity – eliminating discrimination and advancing equality of opportunity for all.</p>		

8 We will create a good behaviour culture.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will work with staff and pupils to maintain and implement their school-wide behaviour policies.</p> <p>We will support schools to ensure that their approach goes hand-in-hand with understanding and supporting pupil mental health issues.</p> <p>We will continue to work with the EEF and other professional teaching bodies to identify good practice in behaviour management and roll this out to schools as appropriate.</p>		

9 Support staff to progress in their careers.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will continue to invest in and develop BDAT People so all staff have access to high quality training and CPD.</p> <p>We will continue to update and review our career frameworks so that staff understand what opportunities are available to them at all levels.</p> <p>We will ensure that staff are able to pursue professional development without adversely impacting their own or other people's workload.</p> <p>We will continue to carefully select our CPD partners so that they are of the highest quality and carefully chosen to fit with the BDAT wellbeing offer and Trust values.</p> <p>All staff will have access to an Annual Career Discussion and the support of the BDAT Career Pathways. Annual Career Discussion - BDAT People (bdat-people.org)</p> <p>We will continue to develop our staff by talent spotting and proactively succession planning.</p>		

10 We will also protect School and Trust leader wellbeing and mental health so that they role model and are resilient to lead excellent schools and support their staff.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will ensure that all those with strategic decision-making responsibility (including as appropriate governors and trustees) collaborate to develop a sub-strategy specifically for protecting leader mental health.</p> <p>We recruit the highest calibre colleagues who share our aspiration and ambitions for our students to succeed, supporting the building of great schools and developing self-efficacy.</p> <p>We will ensure that job description for our leaders clearly includes the skills, knowledge and abilities required for the job.</p> <p>We will offer access to confidential BDAT counselling and/or coaching for leaders where needed.</p>		

11

We will hold ourselves accountable by measuring staff wellbeing and responding to any concerns or trends.

BDAT's commitments	My school's commitment	My personal commitment
<p>We will work with staff and relevant stakeholders (this might include parents, recognised trade unions and others) to agree an approach to organisational accountability around wellbeing while giving due consideration to workload.</p> <p>We will measure the wellbeing of staff using recognised tools and metrics and be transparent about results.</p> <p>We will monitor trends over time, and act in response to changes, challenges and concerns.</p>		

Wellbeing Resources and Directory

Resources to support individuals:

Samaritans Whatever you're going through, a Samaritan will face it with you. We're here 24 hours a day, 365 days a year. Call 116 123
<https://www.samaritans.org/>

Education Support: resources to help your organisation with mental health and wellbeing including free counselling for education staff
<https://www.educationsupport.org.uk/resources/>

Mental Health at Work Your first stop for better Mental Health at Work
<https://www.mentalhealthatwork.org.uk/>

Guided Meditation and Mindfulness - The Headspace App

Meditation has been shown to help people stress less, focus more and even sleep better. Headspace is meditation made simple. We'll teach you the life-changing skills of meditation and mindfulness in just a few minutes a day. <https://www.headspace.com/>

Headspace for Educators Whether you're feeling inspired to connect more with your students or you're looking for a new way to bring calm to your classroom, Headspace can help students build healthy habits that last a lifetime. <https://www.headspace.com/educators>

MyWellbeing IAPT Service Bradford – Talking through life's ups & downs | Airedale, Wharfedale, Craven (bmywellbeingiapt.nhs.uk)
<https://bmywellbeingiapt.nhs.uk/>

Healthy Minds is the doorway to mental health and wellbeing services across Bradford, Airedale, Craven and Wharfedale. Here you can find a list of services, advice on how to stay well or simply answer a few questions to find the best support near you.
<https://www.healthyminds.services/>

10 Keys to Happier Living | Action for Happiness Everyone's path to happiness is different. Based on the latest research, we have identified 10 Keys that tend to make life happier and more fulfilling.
<https://actionforhappiness.org>

The PERMA approach to staff wellbeing | Optimus Education Blog (optimus-education.com) Explains how the PERMA approach can nurture a sense of wellbeing, fulfilment and purpose.
<https://blog.optimus-education.com/perma-approach-staff-wellbeing>

Resources for Schools:

Promoting and supporting mental health and wellbeing in schools and colleges Find out what help you can get to develop a whole school or college approach to mental health and wellbeing.
<https://www.gov.uk/guidance/mental-health-and-wellbeing-support-in-schools-and-colleges>

Education Support: resources to help your organisation with mental health and wellbeing including free counselling for education staff
<https://www.educationsupport.org.uk/resources/>

Mentally Healthy Schools Mentally Healthy Schools brings together quality-assured mental health resources, information & advice for schools and further education settings in England, Northern Ireland, Scotland and Wales. <https://mentallyhealthyschools.org.uk/>

Anna Freud: Supporting Staff Wellbeing in Schools Practical guidance about what school staff and senior leaders can do to support their own and their colleagues' wellbeing. Including ensuring that wellbeing is considered in a proactive way. <https://www.annafreud.org/>



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