

HAMMERSMITH

Academy



TEACHING STAFF WELLBEING & BENEFITS

WELLBEING & BENEFITS



Here at Hammersmith Academy, wellbeing is led by the Staffing and Wellbeing Committee which meets formally every term and is headed by a school governor. The committee consults regularly with staff through workshops and drop-in sessions.

We understand that time is a precious resource for you, not just during working hours but also outside of them. One of the major time and money saving benefits the Academy provides is a free porridge breakfast and hot lunch for you, every day. There are also free hot drinks options for you throughout the day.

Time spent with colleagues is important in developing positive working relationships. Therefore, we offer you a free pastry breakfast every Friday where you can sit together with colleagues and socialise.

Administration and lesson preparation is a crucial, yet time consuming part of teaching. We

recognise that a lack of available time is a sector wide issue. To help you manage your time and workload, we set aside a greater number of INSET days than most schools. Staff find the two extra days of INSET at the end of the academic year particularly useful, giving time to prepare for the new academic year prior to your return in September and leaving you free time to enjoy in the summer.

In this sector, burnout is a common complaint. During the longest term of the year, the Academy sets aside two weeks of half term to foster staff wellbeing and happiness.

These are just some of the ways in which we create and foster a positive working environment. We recognise that this is an ongoing process and we continually consult staff throughout the academic year. ■

STAFF BENEFITS

- **Interest Free Loan** of up to £2000 - for IT equipment
- **Employer Pension Contribution** – teachers pension scheme (Teachers); Local Government Pension scheme (Support staff)
- **Cycle to Work Scheme**
- **Season Ticket Loan** – employees are entitled to apply for an annual, interest free season ticket loan for travel or apply for a bike loan
- **Support Staff Continuous Service Award**
- **Free Health and Fitness** – full access to the Academy's fantastic gym and fitness facilities
- **Free Lunch and Hot Drinks** – for staff who dine with students
- **Free Breakfast** – porridge available daily and pastry on Fridays and free full English breakfast on INSET days
- **A Commitment to Wellbeing** – free flu vaccinations offered annually, INSET in July to plan for September so that you can enjoy your summer, a two week half term during the Autumn Term and more.
- **LBHF Parking Permit Scheme** - subsidised parking in the local area
- **Medigold Health Protect** - our mental health and wellbeing support service
- **National College Membership**
- **CPD** - in addition to whole school CPD, a separate CPD budget of £300 available to staff when agreed by Department Head and CPD Manager

STAFF WELLBEING COMMITTEE VISION

'To create a caring school community promoting staff wellbeing through a whole-school approach, characterised by caring and supportive relationships amongst school members; school members being meaningfully engaged in the school community; and addressing and supporting the health and wellbeing of all school members within a safe environment that celebrates achievements.'

STAFF WELLBEING POLICY

There are many evidence-based frameworks that aim to capture the factors that influence staff wellbeing in the workplace, and there is no one size fits all approach to promote staff wellbeing within schools.

We've used the evidence-based model from What Works Wellbeing as a reference point to derive the five factors that influence staff wellbeing within our school.

1. Security
2. Health & Wellbeing
3. Relationships
4. Purpose & Belonging
5. Praise & Recognition

STAFF WELLBEING OPPORTUNITIES, ACTIVITIES & EVENTS

In addition to the abundance of staff benefits that the Academy offers, there are a range of opportunities, activities and events that take place throughout the academic year for staff. Some examples of which can be seen in the images depicted on this page, however, the following are in addition to those pictured:

- Staff wellbeing drop-in sessions
- Governor praise afternoon tea celebrations for staff
- Annual staff wellbeing survey
- Organised staff social events
- Buddy programme for new staff
- Praise and thank you cards
- Commendations during staff briefings
- Shout-outs in staff briefing notes

MEDIGOLD HEALTH PROTECT SERVICE

All staff have access to the Thrive App, which is the only NHS- approved app of its kind and is proven clinically effective in preventing and managing anxiety and depression.

The app include:

- Cognitive behavioural therapy (CBT) programme
- Immediate help and support from organisations including Samaritans
- Over 100 hours of mental health boosting content
- Stress reduction sessions
- NHS-approved anxiety and depression screening
- A progress journal to track mood and note stressors



To access the app download the Thrive: Mental Wellbeing app from your Apple or Android app store

- Sign up using your email address, a password of your choice and the bespoke access code **A94N7**

WELLBEING EVENTS

Staff wellbeing is paramount to creating a thriving educational environment. That's why we have timetabled Staff Wellbeing Days. These have been thoughtfully designed to provide you with a well-needed boost and foster positive relationships with your colleagues.

Our Wellbeing Days are strategically placed once a term during the academic year, with careful consideration given to the ebb and flow of your workload. These days have been intentionally chosen to coincide with moments when you may need an extra dose of rejuvenation and relaxation.

We firmly believe that by prioritising your wellbeing, we are ultimately nurturing our greatest asset – you, our incredible staff members.

Here is an example of just some of the termly wellbeing events that have been available in the last year.

WINTER TERM

- Christmas Wreath Making
- Mulled Wine Making
- Decoration Making
- Card Making
- Sports (Various)



SPRING TERM

- Yoga
- Soup Making
- Board Games
- Highland Dancing
- Sports (Various)
- Painting



SUMMER TERM

- Yoga
- Gardening
- Soap Making
- Bread Making
- Sports (Various)



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