



*Elmley Dray  
School*

## **Staff Wellbeing Charter**

**“At Elmley Dray School, staff wellbeing is not an initiative, it is a commitment embedded in our culture. We care for the wellbeing of our staff with the same dedication that we care for our pupils.”**

### **Our Commitment**

At Elmley Dray School, we recognise that staff wellbeing is essential to providing the best possible education for our pupils. We are committed to protecting, promoting and enhancing the mental health and wellbeing of everyone who works in our school.

Elmley Dray School supports the principles set out in the Department for Education’s Education Staff Wellbeing Charter. While we are an independent special school, we are committed to embedding these principles to support staff wellbeing across our school community. This charter, therefore, reflects the principles of the national Education Staff Wellbeing Charter and supports a positive, respectful and sustainable working environment.

### **Our Shared Principles**

At Elmley Dray School we believe that:

- Staff wellbeing matters and is a priority.
- A supportive and respectful culture benefits staff, pupils and families.

- Everyone has a role to play in creating a healthy workplace.
- Workload should be manageable and purposeful.
- Staff should feel valued, listened to and supported.

## **Elmley Dray School Commitments**

### **1. Prioritising Staff Mental Health**

We will:

- Promote a culture where wellbeing and mental health are openly discussed.
- Ensure staff know where to access support.
- Respond to concerns with empathy and professionalism.

### **2. Supporting Staff to Look After Themselves and Each Other**

We will:

- Encourage healthy work–life balance.
- Promote supportive relationships between colleagues.
- Provide opportunities for peer support and collaboration.

Staff will:

- Look out for one another and raise concerns where appropriate.

### **3. Supporting Leaders**

We will:

- Provide leaders with training and tools to support staff wellbeing.

- Ensure line managers are approachable and supportive.
- Protect leadership wellbeing as well as staff wellbeing.

#### **4. Clear Communication**

We will:

- Ensure expectations are transparent and reasonable.
- Communicate changes clearly and in good time.
- Provide opportunities for staff feedback.

Staff will:

- Engage respectfully in professional dialogue.

#### **5. Staff Voice and Participation**

We will:

- Actively seek staff views through surveys, meetings and discussions.
- Involve staff in decision-making where possible.
- Listen and respond constructively to feedback.

#### **6. Reducing Unnecessary Workload**

We will:

- Regularly review policies and systems to remove unnecessary workload.
- Ensure marking, assessment and data expectations are manageable.
- Provide shared resources and collaborative planning opportunities.

Reducing unnecessary workload is a key aim of the national charter.

## **7. Flexible and Fair Working Practices**

Where possible we will:

- Support flexible working arrangements.
- Promote fairness, equality and inclusion.
- Support staff through different life stages.

## **8. Positive Behaviour and Safe Working Environment**

We will:

- Maintain clear behaviour systems that support staff.
- Provide appropriate support when incidents occur.
- Ensure staff feel safe and respected.

## **9. Professional Development and Career Progression**

We will:

- Provide access to training and development.
- Support career progression.
- Recognise and celebrate staff achievements.

## **10. Protecting Leadership Wellbeing**

We will:

- Recognise the demands of leadership roles.
- Ensure leaders are supported by governors and senior colleagues.

## **11. Accountability and Monitoring**

We will:

- Regularly review staff wellbeing.
- Use surveys, discussions and feedback to inform improvement.
- Share progress with staff and governors.

Monitoring wellbeing helps schools respond effectively to staff needs.

### **What Staff Can Expect from Elmley Dray**

- Respect and professional trust
- Support when challenges arise
- A culture that values wellbeing
- Open communication with leadership

### **What Elmley Dray Asks from Staff**

- Professional respect for colleagues
- Honest and constructive feedback
- Commitment to a supportive workplace culture

### **Wellbeing Initiatives**

Elmley Dray School is committed to creating a culture where staff wellbeing is actively supported, not just encouraged.

As part of this commitment, we provide Wellbeing Wednesday once every half term. On this day, staff are able to leave at 3:15pm to go home early and prioritise their wellbeing, personal time and work–life balance.

This initiative recognises the dedication and hard work of staff and provides protected time to rest, recharge and focus on personal wellbeing.

Alongside this, staff have access to:

- A dedicated Mental Health First Aider and Senior Mental Health Leader
- Mental Health First Aid training opportunities
- External confidential support through Education Support

Elmley Dray School values the wellbeing of its staff and is committed to continuing to develop initiatives that support a healthy and sustainable working environment.

### **Implementation**

This charter will be:

- Reviewed annually
- Shared with all staff
- Embedded into school policies and leadership practice

### **Version control - Approval and review**

<b>Version No.</b>	<b>Reviewed By</b>	<b>Approved By</b>	<b>Approval Date</b>	<b>Main Change</b>	<b>Review Period</b>
1	Emily Hollis	Hayley Furnell	4 March 2026	Initial policy approved	Annually

A handwritten signature in black ink, appearing to read 'Hayley Furnell', written in a cursive style.

Hayley Furnell, Director,  
on behalf of Elmley Dray School  
Dated: 4 March 2026  
Next review: August 2026