

DEFINITION

PSYCHOLOGICAL SAFETY

Creating the conditions where everyone feels safe, supported, and empowered to reach their full potential.

Knowing you can speak openly, share ideas, admit mistakes, and be yourself without fear of judgment.

DEFINING WELLBEING AT ELT

SUSTAINABLE

BALANCE

Having the support, resources, and culture that enable you to navigate challenges, maintain perspective, and sustain your energy over time.

Recognising that life is full and complex, and wellbeing comes from managing demands in a way that allows space for rest, growth, and connection.

Our Objectives

Wellbeing Shaped by You

LEAD WELL, LIVE WELL

Supporting and retaining a resilient & motivated workforce

Embedding wellbeing into leadership practice

Building a rhythm that works for life

STRENGTH IN MIND & SELF

Equipping staff and students with the skills & knowledge to support & maintain positive mental health

Building resilience & accessing early help

Embedding a culture of inclusion across the Trust

YOUR VOICE, OUR WELLBEING

Empowering staff & students to shape our wellbeing culture & practice

Actively participating in student councils & working groups

Creating safe spaces & forums for our students & staff

EVERY MOVE MATTERS

Increasing daily physical activity for staff & pupils through PE, sports, play & active routines

Ensuring every school provides opportunities that are inclusive, enjoyable, and accessible

Empowered to shape our Trust

Action Plan

Lead Well, Live Well

Embed wellbeing discussions into line management, CPD, and PDR.

Provide leadership and LAC training on staff wellbeing and workload reduction.

Appoint Wellbeing Champions in every school.

Conduct annual staff wellbeing surveys to track progress.

Share best practice in workload management across schools.

Strength in Mind & Self

Deliver mental health and wellbeing through the curriculum including resilience and coping strategies.

Provide training for staff on recognising early signs of poor mental health, trauma-informed practice, and referral pathways.

Establish clear signposting and early help systems for staff and students, including links to external services.

Launch peer mentoring and buddy programmes in schools to support staff and pupils.

Nurture healthy digital habits, using devices with purpose to support learning, creating strong minds, smart choices & balanced screen times.

Your Voice, Our Wellbeing

Ensure student councils include wellbeing on their agendas and feed into Trust leadership meetings.

Create safe spaces and forums (in-person and digital) for staff and students to share experiences and concerns.

Create opportunities for student leadership in wellbeing initiatives.

Showcase staff and student voice through newsletters, assemblies, podcasts, and Trust-wide events.

Every Move Matters

Work towards implementing 'Daily Active Time' across all schools.

Launch Active Ambassadors (student leaders) to run lunchtime activities.

Guarantee a minimum 2 hours of quality PE per week for every pupil.

Expand extra-curricular offers to include inclusive activities (e.g. yoga, dance, walking clubs, martial arts).

Develop a Trust-wide physical activity calendar (competitions, challenges, festivals).

Provide targeted interventions for groups with lower participation - SEND.

Wellbeing Timeline

Phase 1 Sep 25 - Dec 25

Champions & Offer

- Appoint our Champions for neurodiversity, cultural diversity, LGBTQ+ & Wellbeing
- Deliver leadership & LAC training
- Roll out 'Daily Active Time'
- Launch Trust activity calendar
- Broaden Enrichment Offers

Phase 3 Sep 26 - Dec 26

Results & Celebration

- Publish results on mental health, wellbeing and resilience and create an impact report
- Host a Trust wide EDI, Wellbeing & Student Voice conference
- Celebrate staff & student champions
- Gain accreditation

Research & Recruitment

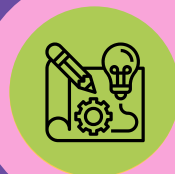
- Understand our demographic through targeted surveys
- Recruit to our EDI & Wellbeing Working Group
- Pilot 'Daily Active Time' identify and train active ambassadors
- Identify training needs & plan safe spaces

Phase 2 Jan 26 - Jul 26

Embed & Deliver


- Embed wellbeing into PDR & CPD
- Share best practice in workload management
- Deliver targeted interventions and expand the extracurricular provision

Phase 4 Jan 27 - Jul 27



TERMS OF REFERENCE

EDI & WELLBEING WORKING GROUP

P	<ul style="list-style-type: none"> Promote culture Implement action plan Advise on EDI & Wellness Generate ideas 		Purpose
O	<ul style="list-style-type: none"> Identify barriers Find solutions Increase awareness Create an EDI culture 		Objectives
R	<ul style="list-style-type: none"> Open to staff and students Aiming for a diverse group Minimum 10 members 		Roles
F	<ul style="list-style-type: none"> Meetings held half termly Set agenda Counts as CPD time 		Frequency
R	<ul style="list-style-type: none"> Actions and outcomes shared with students, staff and SLT Updates in Newsletter 		Reporting
R	<ul style="list-style-type: none"> Review of the working group annual Agenda reset annually 		Review

**Are you passionate
about making our Trust
a more inclusive and
happy place for
everyone?**

**We're launching an
EDI & Wellbeing
Working Group
to make a change,
where every voice
matters.**

💡 What You'll Do:

**Share ideas to improve EDI &
Wellbeing
Review school practices
through an equity lens
Plan awareness events and
initiatives
Represent staff & student
perspectives**



EDI & WELLBEING



WORKING GROUP

Who Can Join?

- All staff
- All students
- LAC's/Trustees

**All backgrounds, experiences,
welcome
we want a diverse team!**

Commitment :

- Meet once a term
- Take part in projects or events
- Be a voice for positive change

**Let's build a space where
everyone belongs**

📧 Interested?

**EDI & Wellbeing Lead
Neelam Yousaf
Director of People**

**[Click here to register your
interest](#)**