

Wellbeing at TLA – Staff Update

Leanne Takaki, HR Manager



Education Wellbeing Charter

The mental health and wellbeing of staff in education settings has always been important, but now more so than ever in the context of the pandemic and moving towards recovery. The Education Wellbeing Charter has been created by the Department for Education in collaboration with Ofsted and employers working in education on actions to protect and promote the wellbeing of education staff. The Learning Alliance is proud to be a signatory of the charter and will work with our family of schools to place wellbeing and mental health at the heart of our decision making. We will support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles in our schools.

More information about the charter is available on the trust website [here](#).

Trust Wellbeing Working Party (WBWP)

A Trust Well-Being Working Party has been established to develop and drive the wellbeing strategy forward within our schools. Senior Leaders from each school will meet with me each month until the summer term and we will cover the 11 principles of the charter to evaluate current school and Trust practice, celebrating success and identifying areas for improvement.

Each school will be asked to set up a school led Wellbeing Sub Group that will be key in championing staff voice and providing opportunities for employees to contribute to decision making. If you would like to be involved in your school's group, please contact your headteacher.

The two groups will work collaboratively ensuring that both the school and the Trust are fulfilling our responsibilities and commitment to principles of the charter and to our staff.

School Self-Evaluation

Headteachers have already completed a self-evaluation against the principles of the charter and each school now has a RAG rated starting point. The results from the well-being survey circulated in January 2022 provide a helpful insight into areas of health and well-being that staff would like to see prioritised. The Director of Quality will complete an internal audit of progress to date, scheduled to take place in the Autumn term. Staff engagement is an initial area of focus, and we will be continually seeking the views of staff to ensure our work around wellbeing meets the needs of staff.

If you would like to be involved in your school's Wellbeing group, please contact your Headteacher.

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Wellbeing Resources

On International Women's Day, I'm proud to announce that The Learning Alliance is a Menopause Friendly Employer, and as part of our focus on well-being we will be working towards obtaining our accreditation.

The theme for this year's International Women's Day is 'Break the Bias', to forge equality for women and imagine a world that is diverse, equitable, and inclusive. In the same spirit, we have a bank of resources available to staff to break the taboo on menopause and normalise discussions in the workplace. Advice and guidance is available to employees and line managers to support those discussions, with examples of reasonable adjustments at work if they are required.

You will find helpful resources on this topic on the trust's website [here](#).

If you would be interested in discussing menopause further and what support may be available, please contact me: ltakaki@thelearningalliance.co.uk