**Staff wellbeing**

* Combining Self-Care and a whole school approach to staff wellbeing is a challenge that is far more complex than it may initially appear
* Understanding that just like how we build relationships with students, there is no “one size fits all” approach that will be appropriate, well received and beneficial to all staff
* Providing activities for staff to increase a sense of belonging, giving opportunities to offload and build relationships is no bad thing but the essence of staff wellbeing needs to be woven in to the fabric of all planning and must be linked to the reality and challenges of the day job

We have done Yoga, running club, bake off, knit and natter, staff member of the week, and treat Wednesday etc.…

**Lockdown learnings**

* The lines between work and home became increasingly blurred as a result of a huge change in our working practice
* Staff have been accessible in their homes through email, phone call, WhatsApp, Zoom and Teams
* It has felt like a period of time where I have been neither fully at work nor fully at home. Like a Fire-fighter on call in a fire station feeling a constant sense of urgency to respond to all contact as quickly as possible at whatever time of day. Feeling guilty for missing a phone call and never being fully present
* Senior Leads need to consider how we keep the number of times we bring staff back to a place of work to an absolute minimum
* Boundaries need to be re-established as a fundamental part of self-care and wellbeing
* If we developed a strategy that involved keeping the number of staff in the building to an absolute minimum wherever possible, is that a good place to start our staff wellbeing plan for next year?
* **Flexibility** is crucial, moving away from a culture of competiveness where he who is in the building for the longest amount of time works hardest
* Looking at meetings and cut down the number of meetings for meetings sake.
* Clear pathways of communication as to who to speak to if you need support. It is not enough to say “come and talk to us if you need us”. SLT need to be visible and approachable and need to model the message
* Wellbeing needs to be front and centre in the planning stages of all new initiatives and strategies. Somebody on the Senior Leadership Team needs to be thinking about the impact on staff so that wellbeing is embedded into what is happening and not reactive when something hasn’t been well received