




























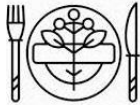





## Staff wellbeing at MHS

We acknowledge that wellbeing of staff is paramount. After all, happy staff equates to happy students. We are a strong team and are here to support, advise, challenge and care for one another in a safe, secure and professional environment. Over the years we've embedded several initiatives and incentives to ensure all who work in MHS are valued, cared for and most importantly 'happy'. Ensuring the wellbeing of staff is catered for can appear in many different facets - take a look below at some of the benefits on offer.

Cake Friday- every Friday departments bring/make cakes to socialise in our friendly staff rooms.		A focus and consideration on workload and managing workload.		Monetary vouchers for length of service (15, 20 and 25 years).	
Daily tea, coffee and chilled water provided in staff rooms.		Deadlines are published in advance. The school calendar is consulted by the staff body before going live.		Our very own 'in house' school counsellor.	
A real focus on celebrating difference and equal opportunities for all: LGBT+, BAME & disabled. WomenEd supporters.		Fitness staff sessions, access to an on-site fitness suite, running club and offer the 'cycle to work' scheme.		On-site free parking and a rural location.	
Staff clubs and activities including a 'chatty art group' and 'sewing group'.		Opportunities for career development are always considered.		A refreshed and modern take on departmental marking policies.	
A buddy for all new staff and supervision for emotionally demanding work with students.		Developmental approach to lesson obs., drop ins and our appraisal cycle.		An established wellbeing team.	
Annual free flu jabs.		'Open door' policy for staff-with a chance to win a £25 voucher.		2 qualified mental health first aiders.	
No student's data collected for data sake and no written reports!		Childcare scheme for those who have children in regular day care.		Frequent staff voice surveys on a range of school-based topics.	
Staff focused CPD on wellbeing and Mental Health.		Wellbeing initiatives including a termly newsletter, staff bake off and many more...		A mindfulness group for staff.	
An electronic 'shout out to staff' to share positivity and kindness.		7 hours of non-contact time.		Dedicated classroom where possible.	
Counselling service free to all staff/reduced cost to physiotherapy/support for pregnant colleagues and those returning from maternity leave.		A flexible approach to family commitments such as appointments and milestone events.		A complementary free Christmas dinner.	
We uphold a 'Wellbeing friendly communications protocol' which discourages staff from sending/responding to evening & weekend emails.		SLT open door policy and SLT response to urgent emails at the weekend.		Apply our wellbeing principles: to look after ourselves, to look after each other and to seek help when we need it.	

Determination

Honesty

Readiness

Respect

Spark