

NCLT Staff Wellbeing Framework

Workload

All new initiatives carefully assessed to consider impact on workload.

No expectation to send/respond to emails outside of the working day.

Meetings scheduled during working hours wherever possible.

Promotion of a healthy work life balance.

Generous remission time, more than the standard 10%.

Communication

Filter on all staff emails unless it is assessed as a whole staff communication.

Monthly CEO email updates.

Weekly site Bulletins/Briefings.

Staff Voice meetings termly to suggest new concepts and ideas within the Trust.

Regular HR Newsletters including Equality & Diversity and Health & Wellbeing updates.

Staff Recognition

Above and Beyond Rewards each term, where staff can nominate other staff members who have gone above and beyond their usual role.

Voluntary events which give staff opportunities to accrue TOIL to use at their request.*

Length of Service Awards for staff who reach milestones in their service.*

A golden ticket reward day which gives staff an opportunity to request one day away from work of their choice within the academic year.*

*Due to the different types of institutions within the Trust, this initiative is only viable in either Secondary Schools or Sixth Form Colleges, please speak to Human Resources if you require more information.

Staff Health and Wellbeing

Health Assured EAP, providing access to counselling, emotional legal and financial advice and Occupational Health Reports.

Annual staff health checks.

Annual flu jabs.

Staff Wellbeing day at the end of term, where staff propose the activities.*

Funded eyesight tests for DSE users where required.

Prayer/ Reflection Room available for all staff to use, or a room made available on request.

Wellbeing week with a range of activities for all staff to join in with.

Designated Staff Wellbeing Co-ordinator.*

A varied Equality and Diversity calendar for staff to get involved with activities to promote, celebrate and learn about different events throughout the year.

Staff Wellbeing pulse surveys to gain feedback from staff and suggestions of what staff would like the Trust to offer.

A commitment to a staff wellbeing charter in line with the charter from the DfE.

Promotion of Mental Health and tackling Mental Health Stigma.

Flexible working policy.

Staff Support

NCLT is committed to individual CPD to promote professional development.

CPD Budget to encourage job related staff development including the Apprenticeship Levy.

Clear calendared activities for personal planning and preparation.

Strong line manager structure in place to support staff accordingly.

Senior Leader open door policy.

Comprehensive APR in place.

Support in achieving career goals.

Opportunities for progression and promotion within the Trust.

Human Resources Officer onsite each week.

Staff Perks

A Family Friendly Policy with attractive practices.

Cycle 2 Work Salary Sacrifice Scheme for staff to join enabling them to hire a bike/equipment.

Annual Christmas party.

Gym Facilities onsite or discounted monthly membership at Aspire.

End of year celebrations with food and entertainment.