

School Name: Gillibrand School

TWA Status: Shortlisted



**Amplification:**

Gillibrand Primary School and the Aspirational Futures Multi Academy Trust offer various ways to support the wellbeing of their staff. These initiatives can be categorised as follows:

Culture and Environment

- The school aims to create a positive culture.
- Staff are part of a friendly, dedicated team that support each other.
- There is a culture that actively promotes a positive work-life balance.
- There is a culture that promotes wellbeing initiatives.
- Staff appreciate the consideration the school has for their wellbeing.
- Staff receive the time and resources needed to carry out their duties successfully.
- The trust believes that providing the best possible working environment for staff leads to the best possible outcomes for students.
- The school signed up to the DFE Education Wellbeing Charter.
- The positive work staff do is celebrated.

Professional Development and Support

- The trust places enormous emphasis on professional development, underpinned by research.
- Staff are professionally challenged and supported by comprehensive CPD programmes.
- Newly Qualified Teachers (ECTs) receive high quality and comprehensive CPD.
- ECTs are fully supported and coached in their role and guided through their professional development.
- All staff are offered supervision through Listening Tree.
- The school strives to increase staff understanding of mental health, trauma, and special educational needs to ensure staff wellbeing is at the heart of the school.
- All staff receive training on attachment, trauma, and emotion coaching as the school journeys to become a 'trauma-informed school'.
- Staff are helped to understand how they can support their own wellbeing.

- Staff benefit from high-quality opportunities to develop their knowledge and expertise to deliver the curriculum successfully.

## Benefits

- Staff benefit from access to UK Healthcare. This scheme helps staff with the cost of everyday health expenses such as visiting the opticians, paying for glasses, dental treatment, and paying for prescriptions, up to agreed policy limits. Employees can also claim an allowance for hospital admissions (NHS or private), access telephone counselling services, and receive a discount on gym membership.