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- *This document is reviewed annually by all staff.*

## RISS - STAFF WELLBEING PARTNERSHIP

This document reflects the desire of all RISS staff to work together to support each other when it comes to wellbeing. The aim is to acknowledge everyone's wellbeing and ensure that we are able to enjoy our working life within school with the understanding of the challenges that education brings.

At RISS, we recognise that our staff are our most important resource and are valued, helped and encouraged to develop personally and professionally within a caring, purposeful learning community.

We recognise that there is a direct correlation between the wellbeing of our staff and the wellbeing of our students, and that the culture and ethos of a school are determined by the extent to which staff work towards a shared vision.



### Principles shared by all staff

- ❖ We are committed to the education of students and children guided by RISS values, our mission and vision. They are all also applicable to us and we can benefit from their aspirations and ethos.
- ❖ Working together in partnership, as a community of practitioners sharing expertise, experience and innovation, brings emotional strength, confidence in our actions and mutual support when things do not go to plan.
- ❖ Acceptance that working in The Netherlands means recognising and working within government guidelines and regulations. This is beyond our control.
- ❖ Teaching is a wonderful privilege and a rewarding career, but it is also demanding when it comes to workload. This is part of the job.
- ❖ We believe that by drawing up an annual commitment plan we can better ensure that we all understand how best to support each other.
- ❖ A yearly review of our approach to wellbeing will allow us to reflect on our actions of the previous year, measure their success and rethink communally how we would like to proceed.

### Aims

We aim to ensure that our school:

- ❖ supports staff mental health and wellbeing
- ❖ minimises stress
- ❖ helps staff to keep a healthy work-life balance
- ❖ helps staff to manage their family and work responsibilities
- ❖ ensures staff feel valued
- ❖ recognises and promotes the importance of a happy team
- ❖ involves staff in decision making
- ❖ takes account of equality implications.

## School commitment

- ❖ Responsiveness and management of external events and expectations to minimise negative impact on staff wellbeing so staff can fully connect with our core business: educating for self-awareness, curiosity and integrity in a changing world.
- ❖ Ensure that professional time is optimally used in pastoral support, instruction and any learning experiences that colleagues wish students to enjoy.
- ❖ Involvement and participation via formal and regular channels of communication on key aspects of our school needs and growths.
- ❖ Work closely and collaboratively with our curriculum leaders and tutors with a students wellbeing and learning at heart.
- ❖ Investment in staff wellbeing with a consultation process to establish needs and possibilities.
- ❖ A Leadership team to be available to members of staff for personal and professional concerns with confidential support.
- ❖ Commitment to regulate our flow of information and communication.
- ❖ Avoid email communications on weekends.
- ❖ Continue supporting all staff within CAO expectations and practices.
- ❖ Evolving appraisal processes that balance staff/school input as well as external expectations.
- ❖ Prepare staff for external recognition and accreditation, balancing expectations and requirements that ensure staff needs are addressed and the school success is assured.
- ❖ Seek to constantly improve our facilities to provide the best possible environment for us all to enjoy.
- ❖ Ensuring that annual tasks sheets are delivered with plenty of time and consultation for staff.
- ❖ Allocate teaching and other tasks within an individual's contracted task hours.
- ❖ Ensure that appraisal procedures encapsulate the whole professional life of teachers, so their full contribution is fully noted.
  - *Please for detailed action for this academic year visit our SIP page 24 onwards.*

## Staff commitment

- ❖ Treating one another with empathy, respect and kindness.
- ❖ Valuing all members of staff in the school and acknowledging the important role that everyone takes.
- ❖ Keep ourselves informed of school communication via the normal channels of communication.
- ❖ Developing and respecting shared areas where possible so that there is space to relax as well as appropriate work spaces.
- ❖ Contributing to the ethos and social aspects of school life where possible to build morale and effective team spirit.
- ❖ Be responsible and dedicated to your personal and professional wellbeing.
- ❖ Be aware and keep informed of any obligations or responsibilities linked to our labour agreement within the school and nationally.

- ❖ Talk promptly to members of the leadership team when personal and/or professional situations arise that you foresee may have an impact on your ability to exercise your normal professional life.
- ❖ Make use of all our formal support systems that aim to assist you within your work environment.
- ❖ Use the correct and most-appropriate channels to address specific issues and needs.
- ❖ Observe high levels of awareness to ensure our public staff area is a comfortable, inclusive, professional and relaxed space where all colleagues feel welcome.
- ❖ Work within child protection and safeguarding guidelines.
- ❖ Update your Police Checks when requested.
- ❖ Ensure that lessons for students reflect the utmost care and dedication when making use of leave, trips, events or any other planned absences.
- ❖ Participate in events within our school that directly seek to bring us together as a community and have the courage to enjoy being together.

## Highlights for 2022

- ❖ Refrain from sending emails during the weekend. This includes parents.
- ❖ Do not answer parents' emails or send responses during your weekend.
- ❖ Emergency requires responsiveness and only in this scenario the above is not applicable.
- ❖ The school will provide lunch for staff on Thursdays and also there will be the Principal's breakfast every now and then.
- ❖ Planned events and absences will be covered accordingly.
- ❖ Unplanned absences will be served primarily by Donia, Tania and Douglas. Once Douglas moves to a full time History post, we will look at having a Klasstudent.

## Related policies

This policy should be read in consultation with the following documents:

- RISS vision, mission, and values
- RISS Staff code of Conduct
- RISS Child Protection and Safeguarding Policy
- RISS Handbook (latest online edition 2020-2021)
- RISS Mission, Vision and Core Values
- RISS Learning Technology Plan