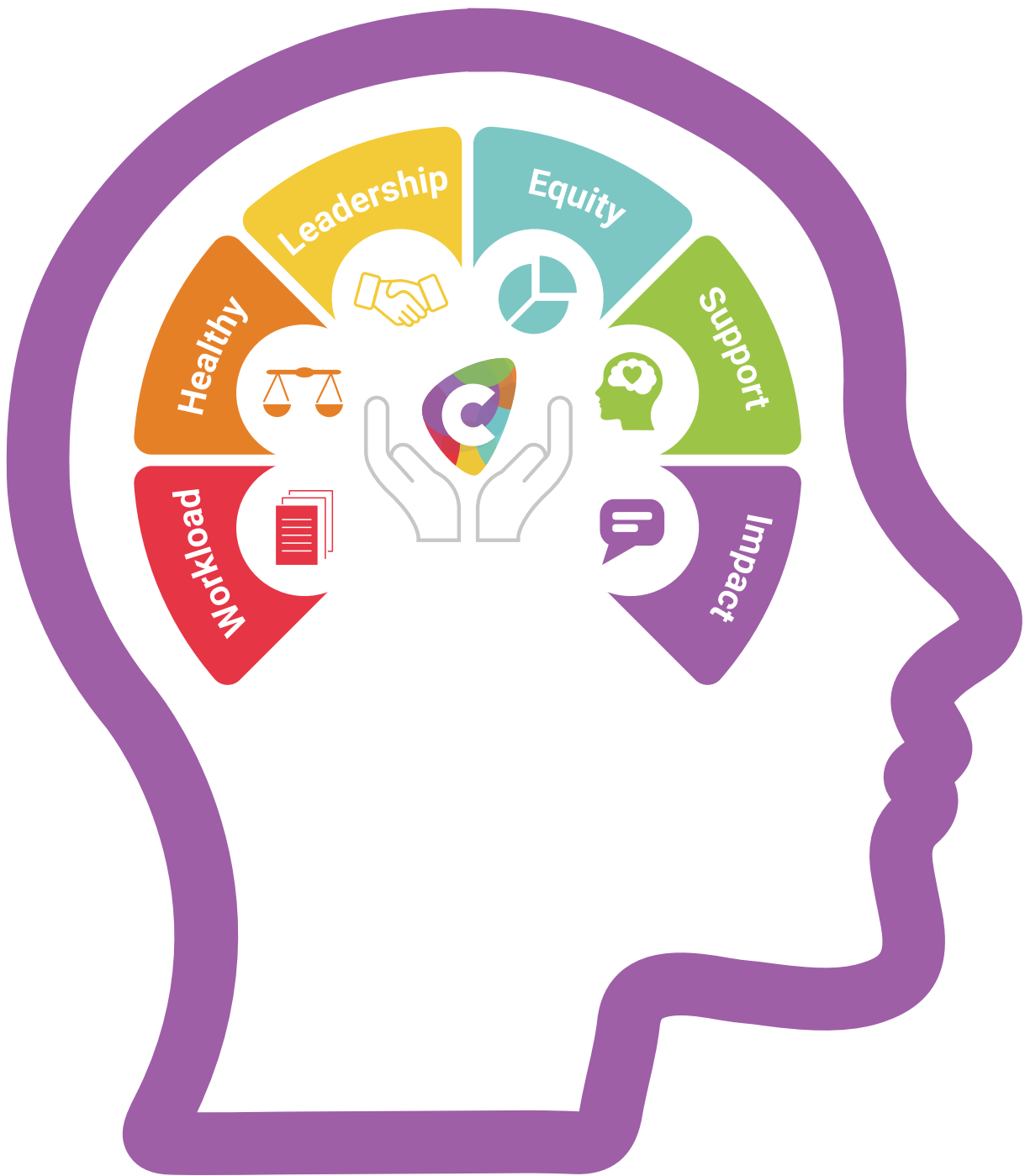


# Well-being Charter



***#BetterTogether@TCAT***

**We want healthy, happier and engaged colleagues, operating in a culture that promotes working well and leads to fulfilment.**

We see well-being as a key factor in allowing us to achieve our strategic goal of being the employer of choice in the East Riding area -

***#BetterTogether@TCAT***

***By being together, we will raise awareness that mental health and well-being belongs to all TCAT staff.***

This purpose is central to the TCAT culture and is reflective of our Health and Well-being Commitment published with staff in September 2020. We expect that our staff and leaders will be challenged when their behaviours do not meet this cultural expectation.

# Commitment

- to ensure a 'mental health and well-being focus' remains our continuing ethos
- to develop and promote a positive environment where staff well-being is at the core of what we do
- to empower staff to take proactive control of their well-being, acknowledging that this will be unique to every member of staff
- to bring together all our employees, breaking down barriers to mental health and well-being, helping to change behaviours and promote a supportive culture



## Objectives

- the Well-being Champions' initiatives will be created by staff for all staff
- hold local events to support the mental health calendar, to raise awareness and help people feel that it is ok to talk about mental health, which will provide opportunity to be a team
- provide mental health and well-being signposting information
- we will share best practice across all our academies
- raise awareness and encourage all staff to engage in the 5 steps to well-being
- promote an agenda of kindness to each other and look out for one another

## Implementation

The Well-being Champions will engage with each other and take action to promote the well-being agenda with the staff team every half term. The team consists of:

**Jennie Ellis** – *TCAT Mental Health Support Worker*

**Amanda Bridgeman** – *TCAT HR Business Partner*

**Kate Jordan** – *Cottingham High School and Sixth Form College*

**Caroline Austin** – *Croxby Primary*

**Claire Groak** – *The Hessle Academy*

**Elaine Jones** – *Holderness Academy & Sixth Form College*

**Ryan Gardiner** – *Howden School*

**David Hebb** – *Keyingham Primary*

**Victoria Ash** – *Winifred Holtby Academy*

**Corinne Harrison** – *Wolfreton School and Sixth Form College*



# Jennie Ellis

*TCAT Mental Health Support Worker*



**I am the Mental Health Support Worker for TCAT, after being successfully recruited by the Trust last summer.**

I am a mum to two children and we love walking all over Yorkshire with our very greedy chocolate lab! I am passionate about well-being, making positive changes to peoples' lives and sharing tips along the way. I believe the key to health and well-being is ensuring enjoyment in what you are doing and continuously doing the small every day actions/habits that are fulfilling.

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# Amanda Bridgeman

*TCAT HR Business Partner*



**I am the HR Business Partner for the Trust.**

I have worked firstly at Cottingham High School and Sixth Form College and then TCAT centrally since 2016. Working in HR I see first-hand the positive impact focusing on mental well-being can have which was my motivation for being involved with this group. I have experience of working in the charity/ voluntary sector and have held voluntary roles at the Samaritans and Women's Aid.

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# Kate Jordan

*Cottingham High School and Sixth Form College*



**I am the Deputy Headteacher of Cottingham High School and Sixth Form College and have been in that role since 2013.**

I am secure in the belief that we are stronger as a community when we look after the emotional health and well-being of everyone in that community and that everyone should feel safe and secure in the knowledge that there will always be someone who will listen to them. If we don't know how to help, we will find someone who does.



# Caroline Austin

*Croxby Primary*



**I'm Caroline Austin and I've been working at Croxy since 2015.**

I am a Teaching Assistant and currently training to be a HLTA. I wanted to be part of the well-being team because I believe it is important to support colleagues' well-being. I feel that this can be achieved through communication, education and activities organised by the team.

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# Claire Groak

*The Hesse Academy*



**THE HESSE ACADEMY**

**My name is Claire Groak and I work at Hessle High School & Sixth Form College.**

I've been here for five years (teaching for 16), joining first as Head of MFL (which I still am) and then as Head of Humanities for the last two and a half years. I'm a mum to two primary aged children, where I'm a Governor, and I enjoy travel, reading, theatre and eating out (when we can!). I think it's important, more so than ever, to look after ourselves and be there for each other.

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# Elaine Jones

*Holderness Academy & Sixth Form College*



**Holderness Academy & Sixth Form College**

**My name is Elaine Jones and I started working at Holderness Academy & Sixth Form College in November 2019.**

I work in the SEN Department as a Level Two Teaching Assistant and I am a qualified ELSA (Emotional Literacy Support Assistant). I have recently completed the Mental Health First Aid Training provided by TCAT. I am married and have two children.



# Ryan Gardiner

*Howden School*



**My name is Ryan and I work at Howden School as an English and Physical Education teacher and I'm also a Head of House.**

This is currently my eighth year at the school and there hasn't been a day that I don't look forward to going into work. I'm a huge believer in health and well-being and have unfortunately experienced their negative effects with some of those closest to me. Now more than ever, particularly in our profession, I think we need to shine a light on these things and take care of those around us. For me personally, I've found some joy with running during the pandemic. Since the first lockdown in March 2020 I've run over 750 miles to date.

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# David Hebb

*Keyingham Primary*



**My name is David Hebb and I work at Keyingham Primary where I first started my teaching career back in 2004.**

I am currently the Year 6 teacher and took on the role of STEM Lead at the start of the year. I am a great believer in keeping spirits up and know that I am at my best when I am helping others. Over the last term, I have been doing mini quizzes on Teams for the staff and this has helped keep us all connected. I am a dad to three children (two at primary/one at secondary) and in my spare time I enjoy reading, watching films and exercising when I have the energy!



# Victoria Ash

*Winifred Holtby Academy*



**I'm Victoria Ash - I've been working for a little over a decade at Winifred Holtby Academy - I left for two years to teach A-level and manage the 'GCSE English course' at Wilberforce College.**

I now work part-time as an English teacher and have young children (and a crazy dog). After a personal tragedy, I began volunteering for 'Hull and East Yorkshire Sands' and dedicate some of my free time to fundraising for this charity and supporting others after the loss of a baby. I really do understand the value and importance of prioritising mental health and well-being. I am passionate about improving the workplace for all, to raising awareness of mental health issues and hope that being part of this committee will give me the opportunity to give something back to a trust that I'm very proud to be a part of.

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# Corinne Harrison

*Wolfeaton School and Sixth Form College*



**I'm Corinne and I have been a Business teacher at Wolfeaton for 10 years.**

Before the pandemic I was the staff social co-ordinator here and also ran staff mindfulness sessions after school to help promote staff well-being. I've recently completed several counselling qualifications for both adults and young people and plan to continue my training in this area. I have a 5 year old daughter and love all things travel related and adventurous.

## How will success be measured?

- Improved well-being and mental health from annual staff survey
- Staff engagement in well-being activities
- Retention of staff
- Improvement in attendance at work
- Celebrating success
- Dip sampling staff voice



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