



Workload and Wellbeing Charter

Recognising the vital role of staff wellbeing in creating a positive and effective learning environment, we, the members of the VITA Multi Academy Trust, hereby establish this Workload and Wellbeing Charter. This charter outlines our commitment to fostering a healthy work-life balance, prioritising staff wellbeing, and creating a supportive and collaborative working environment across all schools within the Multi Academy Trust.

1. Workload Management:

We commit to monitoring and managing staff workload effectively. Clear communication of expectations, realistic deadlines, and reasonable work hours will be prioritised to prevent undue stress and promote a balanced professional life.

2. Professional Development Opportunities:

We recognise the importance of ongoing professional development in maintaining job satisfaction. We will provide opportunities for staff to enhance their skills, explore career advancement, and stay current in their respective fields.

3. Wellbeing Support Services:

We will establish and promote access to wellbeing support services for all staff members. Confidential counselling, mental health resources, and other support mechanisms will be readily available to address the diverse needs of our staff in with openness and understanding at all levels.

4. Flexibility and Work-Life Balance:

We commit to promoting flexibility in work arrangements where feasible. Encouraging a healthy work-life balance is paramount, and we will explore options such as flexible working/scheduling, and remote work arrangements where appropriate.

5. Clear Communication:

Transparent and open communication will be a cornerstone of our approach to workload and wellbeing. Regular updates, clear expectations, and opportunities for staff to provide feedback will contribute to a positive and collaborative work environment.

6. Recognition and Appreciation:

We will actively recognise and appreciate the hard work and dedication of our staff. Celebrating achievements, milestones, and contributions will be integral to fostering a culture of appreciation and support.

7. Professional Collaboration:

Encouraging professional collaboration and shared responsibilities will be a priority. Working collectively and sharing resources will alleviate individual burdens, contributing to a more collaborative and supportive working environment.

8. Wellbeing Initiatives:

We commit to implementing wellbeing initiatives that cater to the diverse needs of our staff. These may include wellness programs, mindfulness activities, and initiatives that promote physical health to enhance the overall wellbeing of our school community.

9. Stress Reduction Strategies:

We will actively identify and implement stress reduction strategies, providing staff with tools to manage stress effectively. This may include training on stress management techniques and the promotion of a positive and supportive school culture.

10. Continuous Review and Improvement:

We pledge to regularly review and assess the effectiveness of our workload and wellbeing initiatives. Feedback from staff will be actively sought and utilised to make continuous improvements, ensuring that our efforts align with the evolving needs of our school community.