



# The Diocese of Westminster Academy Trust.

'A Multi Academy Trust supporting schools in delivering their Mission to provide outstanding Catholic Education for their pupils.'

## Employee wellbeing policy

The Academy Trust acknowledges the value of each staff member and the contribution each person makes to the welfare and advancement of the Trust and its community. The Trust recognises that the staff are their most important resource and are to be valued, supported and encouraged to develop personally and professionally within a learning and caring community. There is a relationship between healthier more positive staff, pupil achievement and school improvement. There are employer duties to staff that require sensitive staff policies and practice. The Trust aims to provide a working environment and apply management practices which promote the wellbeing of its staff by

- providing a work environment where staff can work comfortably, safely and securely with minimal risk
  - equipping managers to understand the work demands being placed upon their staff and to ensure that these demands are not excessive and unreasonable
  - ensuring that staff understand the work demands being placed upon them and are equipped to meet these demands
  - providing staff with advice and support to work in a healthy manner with due regard to their personal wellbeing and ability to maintain a good work life balance
  - regularly reviewing staff's perception of their wellbeing
- Understanding and sharing in the Trust and its academies Vision and participating in a positive work culture will improve both the wellbeing and engagement of staff, and will promote the success of the Trust.

**Chair of The Diocese of Westminster Academy Trust**

**September 2017**

**Review September 2018**

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The Diocese of Westminster Academy Trust is a charitable company limited by guarantee registered in England and Wales (The Douay Martyrs School, The Convent of Jesus and Mary Language College, John Henry Newman Catholic School, Nicholas Breakspear Catholic School, St.Mark's Catholic School, St.Michael's Catholic High School, Our Lady Catholic Primary School, St.Catherines of Siena Catholic Primary School, St.Johns Catholic Primary School, St.Marys Catholic Primary School, St.Thomas More RC Primary School are all business names of The Diocese of Westminster Academy Trust)