

DFE Education Wellbeing Charter

Kent-Teach will support your school in achieving all 11 DFE commitments outlined.



1. Mental Health

- Mental Health First Aid training workshops.
- 1:1 staff support plans & guidance.
- Support Line Counselling Service.
- Pulse Staff Survey & work-related stress indicators.

2. Staff Support

- Conduct Pulse Staff Surveys to gain insight into how your staff feel about existing school policies.
- Work closely with SLT to generate improvements to staff culture with tailored training workshops.

3. Leader Support

- Virtual training for leaders.
- Personal Development digital courses.
- Plan and introduce Staff Wellbeing Days.

4. Communications

- Aligning policies with a detailed Wellbeing Action Plan.

5. Staff Voice

- Provide and utilise tools for developing a Wellbeing Committee representative of all school staff.

6. Workload Reduction

- Regular staff surveys to identify barriers to staff wellbeing.
- Your Kent-Teach Wellbeing Advisor will share best practice for workload reduction.

7. Flexible Working & Diversity

- Provide assistance to develop and implement flexible working policies
- Conduct a review of current policies with a Pulse Staff Survey.

8. Culture

- Kent-Teach policy templates.
- Staff resilience training workshops and implement best practice for building a good behaviour culture.

9. Career Progress

- Use our CPD template to show a commitment to developing a positive ethos for continuous learning.
- Support SLT with INSET days; plan whole school training inline with the school's Wellbeing Action Plan.

10. Leader Mental Health

- Cantium Services giving access to Occupational Health therapists, 24/7 counselling, risk assessments & coaching and mediation services.
- Resilience training workshops.

11. Accountability

- Use of Pulse Staff Surveys to analyse the current position of staff wellbeing against mental, physical, social and financial health.
- The survey results will recommend actions.