

# STAFF INITIATIVES AND WELLBEING

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## “Taking care of you”

At OCMAT we believe that looking after our staff is of high priority. That’s why we have put together a working document of useful links to online free wellbeing. If you have any useful information to share with your colleagues, please email [marketing@ocmat.org.uk](mailto:marketing@ocmat.org.uk) who will update this document.



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# PERKS EXCLUSIVE TO OCMAT

## *Staff Wellbeing Day*

We are thrilled to share with you a new benefit for our staff - one Wellbeing Day each year to rest and recharge.

As part of our continued commitment to supporting positive mental, physical and emotional wellbeing, OCMAT is offering every employee with at least **one year of continuous service with OCMAT** the opportunity to take a paid 'Wellbeing Day' each academic year. Once an employee has completed one year's continuous service with the Trust and becomes eligible, they will be able to use their wellbeing day during the following academic year (1 September - 31 August).

Full details can be found within the [Employee Wellbeing Policy](#) or visit the Staff CPD & Information Portal/Policies.

## *Support and Advice - Employee Assistance Programme*

Education Support is a charity dedicated to supporting the mental health and wellbeing of teachers and education staff in schools, colleges, and universities

<https://www.educationsupport.org.uk/>

## *Support and Advice - Maximus*

Lost your usual spark, having more off days, or is anxiety creeping up during your working day? Maximus can help you beat stress, improve your low mood, and feel less overwhelmed, via the Access to Work Mental Health Support Service, and there's no cost

<https://atw.maximusuk.co.uk/gethelptoday/>

## *TeachMateAI package for teachers*

As a Trust, our goal is to make teaching life easier by freeing up time and giving you a better work life balance. Designed by teachers and tech experts, TeachMateAI will help you to take control of your valuable time. It offers a library of AI-powered tools that cover various aspects of teaching, from creating bespoke lesson plans and instant teacher presentations to generating personalised pupil reports. Some of its features include:

- Report Writer: Quickly create pupil reports.
- Activity Ideas Generator: Generate creative activity ideas for your lessons.
- Math Starter Questions: Get math questions to kick off your lessons.
- Comprehension Question Generator: Create comprehension questions based on a text.
- Character Interview: Develop character profiles for literature lessons.
- Exit Ticket Generator: Create exit tickets for assessing pupil understanding.
- Risk Assessment: Generate risk assessments for practical activities.
- SMART Targets: Set specific, measurable, achievable, relevant, and time-bound targets for pupils.
- Performance Management Targets: Set goals for teacher performance evaluations.
- Curriculum Report Writer: Write curriculum reports efficiently.

*KCC Pension Scheme*

Support Staff: Paying into the LGPS pension scheme whilst you are working will provide you with an income in retirement. Being a member of the LGPS also provides protection for your family - a lump sum death grant and survivors pension for your spouse, civil partner, eligible cohabiting partner and/or eligible children. To find out more please click [here](#).

Teachers: For teaching staff we have the Teachers' Pension Scheme which is one of the most generous in the country, to find out more please click [here](#).

*Eye Test Reimbursement / Subsidised Glasses for VDU users*

Visit the OCMAT Staff Expenses Policy for full details.

*Tea & Coffee Provisions for staff*

Tea and coffee are provided free of charge in school staff rooms for hot drinks.

*Travel & Lunch Expenses*

Travel and lunch expenses are recoverable for those staff attending role related training events or courses booked and agreed by your Headteachers.

*Staff Toilet Care Kits*

Access to a Care Kit in staff toilets which includes sanitary towels, tampons and deodorant for emergency use.

*Black Cardigan Initiative*

A long black cardigan can be found in female staff toilets in each school for members of staff to use as a tie around the waist cover up in emergencies. If borrowed, the cardigan must of course be washed and returned as soon as possible.

*Free Lunch*

A free lunch will be provided on the day for any staff who undertake a lunch duty or an extra-curricular club.

*Personal Deliveries*

With prior agreement, you can arrange to have deliveries sent to your place of work (school office). This is a great benefit, especially around Christmas. Please be mindful of the size of your delivery and your school space.

*Free staff parking*

Free staff parking for staff.

*Excellent staff development opportunities*

Details are advertised on the Trust CPD portal.

*Wellbeing Events, Workshops and Staff CPD*

Details are advertised in the Trust newsletter and on the Trust CPD portal.

*Termly Trust Newsletter*

A Trust newsletter is shared termly and is packed full of useful information and news. Copies of all newsletters can be found on the Trust CPD portal and on the Trust website.

*Staff Pension*

Speak to Trust HR if you are not already part of the pension scheme.

*Priority Admission*

Your child will be offered priority admission if you are an employee of the school.

*Tax Free Childcare Scheme*

To see if you are eligible, visit <https://www.gov.uk/tax-free-childcare>

*OCMAT Employee Wellbeing Policy*

Our Trust [Employee Wellbeing Policy](#) can be found on the OCMAT website.

*OCMAT Menopause Policy*

Our Trust [Menopause Policy](#) can be found on the OCMAT website.

## ***Our Dedicated OCMAT Wellbeing Champions***

<b>School</b>	<b>Lead</b>	<b>Job Role</b>	<b>Email</b>
Borden	Lizzie Blackmore	Teacher	<a href="mailto:lblackmore@borden.kent.sch.uk">lblackmore@borden.kent.sch.uk</a>
Bredgar			
Central	Emma Rannard	PA to the CEO	<a href="mailto:emma.rannard@ocmat.org.uk">emma.rannard@ocmat.org.uk</a>
Dymchurch	Cherry Brown	FLO	<a href="mailto:cherry.brown@dymchurch.kent.sch.uk">cherry.brown@dymchurch.kent.sch.uk</a>
Lydd	Maddie Schembri	Teacher	<a href="mailto:maddie.schembri@lydd.kent.sch.uk">maddie.schembri@lydd.kent.sch.uk</a>
Lynsted	Jaime Brown	TA	<a href="mailto:jaime.brown@lysted-norton.kent.sch.uk">jaime.brown@lysted-norton.kent.sch.uk</a>
Lynsted	Sharon Lupton	Office Manager	<a href="mailto:sharon.lupton@lysted-norton.kent.sch.uk">sharon.lupton@lysted-norton.kent.sch.uk</a>
Milstead	Anna McGuane	TA	<a href="mailto:anna.mcguane@milstead.kent.sch.uk">anna.mcguane@milstead.kent.sch.uk</a>
Minterne	Jo Nunn	FLO	<a href="mailto:Joanne.nunn@minterne.kent.sch.uk">Joanne.nunn@minterne.kent.sch.uk</a>
Oaks	Marie Smith	FLO	<a href="mailto:marie.smith@oaks.kent.sch.uk">marie.smith@oaks.kent.sch.uk</a>
Petham	Laura Grace	Teacher	<a href="mailto:laura.grace@petham.kent.sch.uk">laura.grace@petham.kent.sch.uk</a>
Selling	Ruby Clark	FLO	<a href="mailto:ruby.clark@selling-faversham.kent.sch.uk">ruby.clark@selling-faversham.kent.sch.uk</a>

## ***Our Dedicated OCMAT Menopause Ambassadors***

<b>School</b>	<b>Lead</b>	<b>Job Role</b>	<b>Email</b>
Central	Emma Rannard	PA to the CEO	<a href="mailto:emma.rannard@ocmat.org.uk">emma.rannard@ocmat.org.uk</a>
Central	Jill McKenna	HR Assistant	<a href="mailto:jill.mckenna@ocmat.org.uk">jill.mckenna@ocmat.org.uk</a>
Selling	Ruby Clark	Teacher	<a href="mailto:ruby.clark@selling-faversham.kent.sch.uk">ruby.clark@selling-faversham.kent.sch.uk</a>

## ***Our Mental Health First Aiders***

<b>School</b>	<b>Lead</b>	<b>Job Role</b>	<b>Email</b>
Borden	Kim Murphy	FLO	<a href="mailto:kmurphy@borden.kent.sch.uk">kmurphy@borden.kent.sch.uk</a>
Bredgar			
Central	Emma Rannard	PA to the CEO	<a href="mailto:emma.rannard@ocmat.org.uk">emma.rannard@ocmat.org.uk</a>
Dymchurch	Jenny Ross	SENCO	<a href="mailto:jennifer.ross@dymchurch.kent.sch.uk">jennifer.ross@dymchurch.kent.sch.uk</a>
Lydd	Ali Simmonds	Teacher	<a href="mailto:alison.simmonds@lydd.kent.sch.uk">alison.simmonds@lydd.kent.sch.uk</a>
Lydd	Amanda Coomber	Teacher	<a href="mailto:amanda.coomber@lydd.kent.sch.uk">amanda.coomber@lydd.kent.sch.uk</a>
Lydd	Jess Addison	Teacher	<a href="mailto:jessica.addison@lydd.kent.sch.uk">jessica.addison@lydd.kent.sch.uk</a>
Milstead	Anna McGuane	TA	<a href="mailto:anna.mcguane@milstead.kent.sch.uk">anna.mcguane@milstead.kent.sch.uk</a>
Petham	Nicola Mayes	Teacher	<a href="mailto:nicola.mayes@petham.kent.sch.uk">nicola.mayes@petham.kent.sch.uk</a>
Petham	Belinda Metcalfe	SENCO	<a href="mailto:belinda.metcalfe@petham.kent.sch.uk">belinda.metcalfe@petham.kent.sch.uk</a>
Selling	Ruby Clark	FLO	<a href="mailto:ruby.clark@selling-faversham.kent.sch.uk">ruby.clark@selling-faversham.kent.sch.uk</a>

## ***Our Senior Mental Health Leads***

<b>School</b>	<b>Lead</b>	<b>Job Role</b>	<b>Email</b>
Petham	Nicola Mayes	Teacher	<a href="mailto:nicola.mayes@petham.kent.sch.uk">nicola.mayes@petham.kent.sch.uk</a>
Selling	Belinda Metcalf	SENCO	<a href="mailto:belinda.metcalf@petham.kent.sch.uk">belinda.metcalf@petham.kent.sch.uk</a>

# STAFF DISCOUNTS & INITIATIVES

## *The Blue Light Card*

New for education staff in 2024! Hundreds of exclusive discounts online and in store for all education staff. Register for £4.99 to get two years of discounts. You will need proof (payslip or ID) of working in education to register.

## *Canva for Education*

Visual communication and collaboration is an important tool for learning. Increase engagement with original content, deliver impactful feedback in one place and help pupils build critical skills. How Canva works - save time with ready-to-use templates, set up a class space, access premium content and graphics and help pupils demonstrate learning. You will need proof of your teacher role when signing up for free. [Try Canva for Education for free](#)

## *Discounts for Teachers*

Exclusive discounts, cashback and vouchers for teachers and education and all staff working in education <https://www.discountsforteachers.co.uk/>

*Ode Cashback Card:* Part of Discounts of Teachers, you can sign up to the ode cashback card to receive quick, simple cashback rewards on your purchases <https://www.discountsforteachers.co.uk/cashback-card>

## *Kent Rewards*

Local and national discounts, rewards and cashback for staff <https://kcc.rewardgateway.co.uk/Authentication/Start>

*All you need to join Kent Rewards is your NI number and your work email address.*

Once registered with Kent Rewards, you can access a wide range of rewards. A new Wellbeing Centre which has a range of healthy eating recipes, workout videos, financial support and guidance and a wide range of meditation videos <https://kcc.rewardgateway.co.uk/WellbeingCentre/topic/19>

## *Teacher Perks*

Discounts and rewards for school staff <https://www.teacherperks.co.uk/>

## *Motor Source Teachers*

Discounts on new, used and lease cars for teachers <https://www.teachers.motorsourcegroup.com/>

*Morrisons Teacher Discount*

Supermarket Morrisons offers discounts for teachers with more points and ad hoc special treats to the teaching community. The 'More for Teachers Club' is an addition to the existing Morrisons More accounts.

*Apple Teacher Discount*

Apple offers an education discount that is open for accepted university students, parents and teachers. Valid on purchases of a new Mac or iPad once registered via Apple or UNiDAYS.

*Microsoft Teacher Discount*

Teachers can save up to 10% on selected Microsoft software and products and get Office 365 Education for free by using their school's email address. Office 365 includes Word, Excel, PowerPoint, OneNote and Microsoft Teams in addition to classroom tools.

*Currys Teacher Discount*

Create a teacher account by using your school email address to access Currys PC World Vouchers that offer a 5% discount on items bought online.

*Pandora Teacher Discount*

Teachers can get up to 20% discount on spending more than £199 with Pandora accessories online. Create an account and verify you are a teacher with relevant identification.

*ASOS Teacher Discount*

If you carry a Blue Light card, then you can get 20% off on fashion items when you spend over £30 via the ASOS website. Discounts up to 70% are also available at the ASOS outlets.

*Adobe*

Adobe has an offer on creative cloud aps for all students and teachers in schools for 60% off.

*Amazon Education Discount*

School administrators can sign up for Amazon Business for Education and pay no tax on supplies they order and receive free delivery. School admin can enrol multiple teachers and staff who place orders.

*Dell Teacher Discount*

Dell offers a Dell Advantage for Teachers Staff discount giving academic staff a discount of up to 20% on all laptops, desktops and accessories. Offers change regularly.

*Nuffield Health*

Nuffield Health offer teachers a discount of 10% on gym memberships.

*Pure Gym*

Pure Gym offer a discount on membership for teachers via Teacher Discounts and via The Blue Light card.

*Headrest*

Headrest offer a free 24/7 wellbeing telephone support service for headteachers, so if you feel stressed, anxious, or overwhelmed, they've got your back <https://www.headrestuk.co.uk/>

# FREE ONLINE EXERCISING

*Joe Wicks, Body Coach:*

10-minutes ABS burner workout

<https://www.youtube.com/watch?v=voV6nmNDITs>

20-minute full body workout <https://www.youtube.com/watch?v=vmaFnPtyi1w>

*Movement in Midlife*

Short exercise video to get you moving and feeling good. Password:

ambassador <https://vimeo.com/video/960237966>

*Yoga with Adriene*

Click here to find many different yoga videos, for all abilities

<https://www.youtube.com/user/yogawithadriene>

*Running for Beginners*

Couch to 5K <https://www.nhs.uk/live-well/exercise/running-and-aerobic-exercises/get-running-with-couch-to-5k/>

*One You Kent*

Free tips, advice and more on exercise, physical and mental health, healthy eating, smoking cessation and drinking less <https://www.kent.gov.uk/social-care-and-health/health/one-you-kent>

*Nike Run Club*

The Nike Run Club App motivates you to run consistently. Even better - they've got a community to help you connect and enjoy it. At the beginning of your running journey? They've got you. Need a coach to help you keep pace or a friend to keep you company? They're there. Want NRC to track your stats so you can track the scenery? No problem. Even if you don't feel like **running** today, Nike Run Club has wellness tips to help you get ready for tomorrow. <https://www.nike.com/gb/nrc-app>

*NTC - Nike Training Club*

Training For Every Body and Mind - The Nike Training Club app will make your fitness habits stick with quicker options, goal-setting tools, and new content daily. Strengthen your mindset and your muscles with free guidance from your favourite trainers, athletes, and wellness experts.

<https://www.nike.com/gb/ntc-app>

*AllTrails*

Search for over 300k walking/hiking/biking trails using a name, city, or national park, or simply browse for trails near you. This app has both a free and paid for section. <https://www.alltrails.com/>

*Komoot*

From ready-built walking, hiking, biking routes that reveal all of nature's best-kept secrets, to superior route planning and navigation tech that lets you decide what you want to discover, Komoot makes it easy to explore more of the great outdoors—wherever and however you want.

<https://www.komoot.com/>

# FREE WELLBEING APPS

## *Headspace for Educators*

Free access for teachers and support staff working within education

<https://www.headspace.com/educators>

## *Skcin*

A comprehensive and self-management free app on sun and skin safety

<https://app.skcin.org/>

## *Balance*

Your safe space to learn all things perimenopause and menopause through evidence-based information and knowledge. You can also enter your medical history and track your symptoms and log your periods. You can generate your own personal health report to take along to your GP

appointments. Download the free app <https://www.balance-menopause.com/>

## *Health and Her*

A place to help you build positive lifestyle habits that put you back in control.

Tracking, toolkit, self-check, learn and discover with Dr Hannah Allen, GP.

Download the free app <https://healthandher.com/pages/menopause-perimenopause-app>

## *Walking/Hiking*

The largest collection of detailed, trail maps for any distance in across the UK

<https://www.alltrails.com/mobile>

## *Pause Breathwork*

We weren't born to experience constant stress and anxiety but for many of us, that's what's happening. Use this free app to help you feel states of calm, peace, ease, clarity and freedom. Breathwork is the key to activating your body's natural ability to feel and heal <https://www.pausebreathwork.com/app/>

## *IBF Breathing App (International Breathwork Foundation)*

Free app for Conscious Connected breathing for wellbeing

<https://apps.apple.com/us/app/ibf-breathing-app/id1517976918>

# WELLBEING / INSPIRING PODCASTS & BOOKS

## *The Mindset Mile*

Aisha Zaza's purpose is to help others build better habits towards living their best and healthiest life [The Mindset Mile | Podcast on Spotify](#)

## *Happy Place*

Fearne Cotton talks to incredible people about life, love, loss and everything in-between as she reveals what happiness means to them [Happy Place | Podcast on Spotify](#)

## *Brown Noise*

Designed to quieten your mind and body and help you to relax and to sleep [Brown Noise for Sleep | Podcast on Spotify](#)

## *Manup!*

UK Men's mental health podcast with Any Richardson, Tommy Danquah and guests. Aiming to get men talking about mental health and more [Manup! UK Men's mental health podcast | Podcast on Spotify](#)

## *The ADHD Women's Wellbeing Podcast*

Kate Moryoussef talks about feeling healthier, calmer and more balanced while getting your emotional health, lifestyle and health on track [The ADHD Women's Wellbeing Podcast | Podcast on Spotify](#)

## *The Dr Louise Newson Podcast*

Leading menopause expert and GP hosts the menopause and perimenopause information podcast, helping women receive unbiased, evidence-based and holistic advice and treatment and for men to learn and understand this next phase in a woman's life.

## *Feel Better, Live More*

With Dr Rangan Chatterjee. Health has become overcomplicated. Dr Chatterjee aims to simplify it in his series of podcasts where you will hear stories from leading health experts and exciting personalities who offer easy health life-hacks, expert advice and debunk common health myths giving you the tools to revolutionise how you eat, sleep, move and relax [Feel Better, Live More with Dr Rangan Chatterjee | Podcast on Spotify](#)

*Open Mind*

1 in 4 people experience mental health problems every year - half of them say that isolation and shame is worse than the condition itself. In Open Mind, Frankie Bridge opens up about her ongoing journey from her breakdown to her breakthroughs, and invites her guests to share their own experiences with mental health [Feel Better, Live More with Dr Rangan Chatterjee | Podcast on Spotify](#)

*8 Minutes - Relax with Yogi Bryan Meditation*

I Am Loved. I Am Worthy. I Am Enough | [Am Loved. I Am Worthy. I Am Enough - Relax with Yogi Bryan Meditations | Podcast on Spotify](#)

*Confidence Boost Playlist*

You're on top of the world. Don't forget it [Spotify - Confidence Boost](#)

*Diary of a CEO - Steven Bartlett Weekly Podcast*

A simple weekly podcast sharing insights with you from guests with different backgrounds, experiences and learnings. <https://open.spotify.com/show/CEO>

## BOOKS

The Menopause Reset, by Dr Mindy Pelz

Fast Like A Girl, by Dr Mindy Pelz (not just for girls!)

Unstressable, by Mo Gawdat and Alice Law

Breathe In Breathe Out, by Stuart Sandeman

Menopausal, by Davina McCall and Dr Naomi Potter

Lunar Living, by Kirsty Gallagher

Breath, by James Nestor

The Wim Hof Method, by Wim Hof

I'm Bored, by Suzy Barratt and Polly Beard

# OCMAT Wellbeing Charter



## Switching Off

We recognise that having the ability to switch off promotes work-life balance. Therefore, the following will be added to all central email sign offs: *"My workday may look different to your workday. Please do not feel obligated to respond outside of your normal working hours."* and ask that all staff add the same or similar



## TeachMate AI

OCMAT is dedicated to reducing workload and in turn promoting work-life balance. That is why we invested in TeachMate AI. Designed by teachers and tech experts, TeachMate AI will help take control of your valuable time. It offers a library of AI-powered tools that cover various aspects of teaching, from creating bespoke lesson plans and instant teacher presentations to generating personalised pupil reports.



## Protected PPA Time

Each of our schools are committed to ensuring all our teachers have protected and timetabled PPA time. Each school has their own PPA practices which are tailored to meet both yours and your schools' individual needs. So that you can thoughtfully plan engaging and effective lessons for all our pupils.



## Wellbeing Day

Looking after your mental and physical health has never been more important. That's why at OCMAT we offer a Wellbeing Day to any staff with over 1 years' service with the Trust. This is a paid day off and is encouraged to take to do something to benefit your physical or mental health.



## CPD and Information Portal

Our Staff CPD and Information Portal is a one-stop shop designed to support all our staff in their professional journey. From access to Professional Networks and our Learning Lounge to key documents on Policies, Branding, Wellbeing, and HR, the portal brings everything together in one easy-to-use place—helping everyone stay connected, informed, and supported.



## Staff Care Packages

At OCMAT we understand that even a little appreciation can go a long way. That's why we offer staff care packages in all staff toilets in our schools as well as the 'black cardigan initiative' and our dedicated Menopause Policy. The Trust also offer paid private counselling which is accessible for all staff.



Compassion

Community

Inclusion



Last updated: September 2025