



Full Governing Body Paper – Personnel Matters	
From: Mrs McKenzie	Date: 12 th July 24
Date of meeting: Monday 22 nd July	Agenda Item No.
Aim of paper: For the Governing body to review the Personnel Matters	
Action required: For the Governing body to receive and note the report.	
Strategic Objective: <i>humane and empathetic workload management</i>	

Update regarding the Wellbeing Survey

At Beam Primary School, a well-being survey is crucial for identifying mental, emotional, and physical health issues among staff. The survey data enables the school to tailor its support services to meet specific staff needs and assess the effectiveness of wellness initiatives over time, in accordance with the Department for Education's (DfE) Wellbeing Charter. By gathering feedback, Beam Primary demonstrates its commitment to staff well-being, fostering a positive and supportive work environment.

	Strongly agree and agree
I am proud to be a member of staff at this school	90%
Leaders support staff well in managing behaviour	100%
Leaders use professional development to encourage, challenge and support teachers' improvement.	100%
The school is well led and managed	100%
All staff are treated fairly and with respect at this school	100%
I enjoy working at this school	90%
The school deals with any cases of bullying effectively.	98%

Wellbeing Charter

Positives:

- Staff access to EAP (Employee Assistance Programme) including counselling and physiotherapy.
- Staff voice- staff are consulted when policies are being implemented
- High levels of autonomy- staff have flexibility with work patterns
- Staff have CPD opportunities for career development
- Designated wellbeing space for staff
- Middle Leader appointed as Mental Health Lead
- Staff workload is managed by an extra hour of PPA each week
- Middle leaders are allocated protected time every half term (1 day)
- Subject working parties
- Staff and pupil well-being as longstanding agenda item on weekly staff meetings

Next Steps- 2024/25 12

- Further opportunities for staff to partake in team building exercises.