

### Universal Support

Faculty breaks.	<ul style="list-style-type: none"> <li>Tea, toast, biscuits at break time.</li> <li>Subsidised school meals.</li> <li>Food and refreshments provided at parents' evenings and INSET days.</li> </ul>	Signposting for external support in communal areas: <ul style="list-style-type: none"> <li>Education Support (charity).</li> <li>NHS talking therapies.</li> </ul>	Subscription to Employee Assistance Programme available for anyone in school: advice on mental health, finances, bereavement.
Weekly staff prayer.	Weekly staff bulletin: <ul style="list-style-type: none"> <li>'Look after your wellbeing' tips and advice.</li> <li>Centralised information.</li> <li>Upcoming events to support with planning.</li> </ul>	Mental Health and Wellbeing Champion – VYT: <ul style="list-style-type: none"> <li>Available for meetings</li> <li>Signposting to sources of support (resources and organisations)</li> </ul>	Staff leaflet – signposting and tips – in staffroom.
Regular staff voice.	4 week check-in by VYT on new staff.	Vired inset days.	MAD @ Magnus cards
Staff room.	Working conditions in line with Union guidelines.	Half-termly Peri/Menopause support group meeting.	No written reports.
Centralised detention system.	School calendar with overview of all academy key dates: <ul style="list-style-type: none"> <li>Parents' evenings</li> <li>Data collection</li> <li>QA</li> </ul>	Weekly briefing: <ul style="list-style-type: none"> <li>Exclusion updates</li> <li>Safeguarding updates</li> <li>Behaviour updates</li> <li>SEND updates</li> </ul>	Bookable, centralised reprographics provision

### Targeted Support

New staff induction with VYT.  New staff induction leaflet.	MBCT course offered via MHST Nottinghamshire – 8 week course, 2 hrs per week (January 2023)	'Return to work' meetings with support offered/discussed as appropriate.	Phased return to work for staff after long-term absence.
HoF meetings.	Over 40s health check (Nottinghamshire residents) in school.	Cover policy (faculty-driven provision when colleagues are unwell).	Marking policy: <ul style="list-style-type: none"> <li>Exams and assessments</li> <li>In-book PRIDE marking only</li> <li>Whole class feedback policy.</li> </ul>

### Specialist Support

Lorraine Price – school counsellor.	Megane Ranger – school chaplain – supervision/coaching.	School-funded, private CBT and counselling available.	Referrals to occupational health.
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