

THE VERITAS WELLBEING PLEDGE COMMITMENT



The Veritas Multi Academy Trust acknowledges the duty of care it has towards all of its people and recognises the importance of prioritising wellbeing within the workplace in its many forms.

Our mission is to make learning irresistible for all. This can only be achieved by the combined commitment of our people. The Trust's pledge is to ensure that our people are valued, fairly remunerated, supported in their professional learning and development, supported when life is challenging and support each other to be the best version of selves. Everyone pledges to make wellbeing their priority, looking after each other and looking after ourselves.

Why is Wellbeing in the workplace so important?

- Increases our resilience
- Reduce sickness absence
- Boosts morale and engagement
- Positively impacts on retention
- Supports recruitment by promoting a positive approach to wellbeing for our people

Our 10 Pledges

1. Collaboration and engagement with colleagues across the Trust, including an annual Trust Conference, with a focus on research and evidence informed practice.
2. Mentoring, coaching and supervision are available to all. Our Early Career Policy ensures that our new teachers are fully supported by highly qualified mentors who are given time to fulfil their role.
3. We listen carefully, including an annual people survey, and commit to providing support to each other to address challenges to our well-being.
4. All Schools have a Mental Health Lead to advise, and support on embedding best practice across the Trust.
5. Our Trust people development policy reduces unnecessary paperwork and has a clear focus on development and impact; including an Online Training Programme (National College) available for all.
6. Our focus on high quality teaching and learning puts professional agency at the forefront. All teaching and learning policies are reviewed to ensure workload is not adversely burdensome e.g. marking and assessment policy do not add to workload.
7. Opportunities to provide benefits are promoted across the Trust e.g. free child places in after school provision for all employees' children, annual flu vaccination programme, membership of the Chartered College of Teaching, a free school meal to anyone who sits with children.
8. All our people have a job description which is annually reviewed, with opportunities to discuss professional development and opportunities for career progression.
9. Our pay policy is transparent as to how remuneration, and where opportunities for career development and progression are available.
10. Our Family Statement in the Trust's absence policy makes explicit our commitment to supporting all, including flexible working, and fairly addressing and supporting absence and sickness.

Drawing upon research by Anne-Marie Middleton and Sarah Jones Oct 2023 and Vivienne Johnson March 2024/V3