



Rugby Free
Secondary School



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Supporting Staff Well-being: 2026-2027 Academic Year





The Research Behind Our Approach

Our approach to staff well-being is based on 'The 5 Ways to Well-being', as published by Mind (<https://www.mind.org.uk/workplace/my-mental-health-at-work/five-ways-to-wellbeing/>).

Wellbeing is when you feel good about yourself and your life. People with higher levels of well-being live longer and healthier lives, recover more quickly from illness, perform well the workplace, and are more resilient in hard times. As a consequence, the way we feel and function in our day-to-day lives is not just down to our genes, up-bringing, or our life circumstances, but is based on our environment and our connections.

The Five Ways to Well-being is a set of actions that are proven to enhance staff well-being. Taking one or more of these five invitations to action can really help to protect and improve our well-being.

Connect

There is strong evidence that good relationships with family, friends and the wider community are important for our well-being. Feeling close to people, and being valued by them, helps us to function well in the world. Research suggests that the health benefits of strong social relationships have a similar magnitude to eradicating a negative habit.

Building strong social connections in our lives can really increase our feelings of happiness, confidence and self-worth.

- **Fortnightly Lunch-time 'mingles' that bring staff together based on a bi-weekly theme such as 'Bread Week'.**
- **Staff social events such as: Ten-Pin bowling and 20/20 cricket.**
- **Three 'Briefing' events per week, with staff beginning each Monday morning together with 'Huddle'.**
- **An open-door and an open-office culture in which staff can liaise with staff at any point in the day.**

Be Active

Most of us know that keeping fit and active is good for physical health, but it's also really good for mental well-being, too. It can protect us against depression and can help to improve mood, enhance sleep patterns, and lessen feelings of anxiety. Being active can also help to increase our self-esteem, self-control and our ability to rise to a challenge. Being active doesn't need to be too intense for you to feel good – there's evidence that low impact physical activities can be effective in promoting psychological well-being.

- **Be physically active through House sporting activities such as: Basketball, Rounders and Badminton.**
- **Be active in House competitions such as: Pumpkin Carving and Bake Off.**
- **Take an active role in staff games such as: Cluedo, Elf on the Shelf and the Easter egg Scavenger Hunt.**
- **Senior and Middle Leaders playing an active role in behaviour support, with IRR, Walkabout and SLT On Call each lesson.**

Take Notice

Being in 'the moment' means noticing smells, sounds, sights and tastes, as well as the feelings and thoughts that occur from one instant to the next. This is also known as 'mindfulness'. Be aware of the world around you and what you are feeling.

Reflecting on your experiences will help you appreciate what matters to you.

- **Enabling staff to share best practice through Wednesday Teaching and Learning Briefings.**
- **Recognition through national days such as 'Thank a Teacher Day' or 'Thank an LSA Day'.**
- **Weekly Headteacher's Open Door slots in order to discuss key matters, alongside termly Open Forum meetings.**
- **A staff 'Teaching and Learning Hero' in Friday Briefing, each week.**

Give

There is good evidence that committing acts of kindness, big or small, random or planned can give us a sense of purpose and make us feel happier and more satisfied about life. We encourage people to do something nice for a friend, or a colleague. Thank someone. Smile. Volunteer your time. Join in with an activity. Seeing yourself, and your happiness, linked to the wider community can be incredibly rewarding and creates connections with the people around you.

- **Support other staff and students in collecting for the Christmas Hampers for vulnerable students and families.**
- **A staff 'thank you' email inbox that enables staff to give recognition to one another that is shared with the wider staff body.**
- **Thanks from Senior Leaders in the form of components such as: Sausage Batches, Ice Cream Van, Coffee Van.**
- **Staff offered to opportunity to help set workload parameters with a working party for the Summative Assessment Calendar.**
- **Community Workshops that support our community members through aspects such as: Cooking, ICT and Numeracy.**

Keep Learning

Learning can boost our life satisfaction, self-confidence, self-esteem and optimism. It can also give us a sense of purpose, help us connect with others and keep our brains active and exercised. Learning new things will make you more confident as well as being more energised.

- **An additional PPA per fortnight to enable staff to plan, mark and develop their professional skills further.**
- **A self-selected Objective 3 for the Professional Growth programme, that enables staff to be a part of their own goal-setting.**
- **Trust-wide CPD opportunities and Coaching programmes to support staff working with each other across schools.**

Celebrate

In addition to the five ways above, we also see celebration and recognition as key factors linked to well-being. It is important that people feel as if their work is celebrated, shared and passed on, in order to ensure that our community is 'flat' and not 'hierarchical'.

- A staff 'Star of the Week' in Friday Briefing, each week.
- A daily 'Loving It' file that is sent out to celebrate excellent practice and to say 'thank you' for important tasks.
- Termly Briefings that celebrate what we have achieved together in the previous weeks and months.
- Celebration of school successes through the Triumph Learning Trust newsletter.

