



Oasis Academy MediaCityUK

Staff Wellbeing Offer



Dream Job,
Good Person





Mental Health and Wellbeing Team



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Oasis National Mental Health Lead



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SAFEGUARDING TEAM



DWAIN BRANDY
Deputy Principal



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HEALTH & SAFETY, GDPR AND HR SUPPORT



STEVEN GOODMAN
Director of Business, Finance and Operations



ANGELA KAYE
HR/ Office Manager



Staff Wellbeing at Oasis Academy Media City

LOOK AFTER THE STAFF AND THEY WILL LOOK AFTER THE CHILDREN.

Statement of Intent

The biggest asset our school has is its staff; the biggest asset they have is their health and wellbeing.

This statement outlines the ways in which we can work together to make sure our school is a safe, caring and happy place to work, which, if we get it right, can help to enhance individual wellbeing, through personal fulfilment and professional identity. This in turn will benefit our pupils and our community.

Through our wellbeing approach, which we strive for our staff to become the best version of themselves. Following our Academy's core values of the 9 habits; compassion, joy, consideration, patience, honesty, forgiving, humility, hopeful and self-controlled, we instil in our staff from the very start of their journey with us, that they are safe, valued and included.



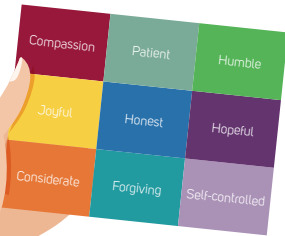
9 HABITS





Strategies & Initiatives Implemented

HABIT AWARDS & SHOUT OUTS



Announced in briefing every Friday morning by the Principal. Focusing on staff who have demonstrated the habits in the week and thanking them.

STAFF HELPLINE



ZURICH

Confidential helpline for all staff.
0117 934 2121
Plus access to OH referrals.

RETURN TO WORK



Phased Return Interviews / Return to Work Interviews

Phased return interviews and a wellbeing meeting organised with members of staff who are returning from a period of absence.

OPEN DOOR POLICY



Open door policy to the Principal and ALT (book in with WDA).



PAMPER YOURSELF



Pampering baskets in the toilets for the staff to refresh and feel good!

TREAT BASKETS



Outside the Principals office and in the staff room to give staff an energy boost or to provide an essential item they may need (like coffee)!

COACHING



All staff are coached and have dedicated time for staff development built into their timetable.

EVENTS



End of term whole staff events such as an end of year celebration.



Strategies & Initiatives Implemented

CALENDARED CATCH UPS



Schedule of one to one check ins with line managers built into the calendar.

STAFF WELLBEING COMMITTEE



The established committee meet regularly to discuss staff wellbeing, share ideas, review the offer and continuously strive to improve.

STAFF SURVEY



Anonymously completed termly to gauge views on wellbeing issues in order to make further improvements.

THE OASIS HUB



Offers staff drop ins every Wednesday evening for a coffee, chat and any support. The hub also offers free fruit and veg every Wednesday!

SPACE FOR YOU

Dedicated work space and social space in the staff room. Dart board and football table are ready for staff to use!



CAREFUL CALENDAR PLANNING



The wellbeing committee review the calendar to ensure pinch points are avoided. This includes reviews of the feedback and marking policy. Wellbeing events / time is calendared in.

SENSORY ROOM



Available to staff at specified times (see TDE for details)

TOAST!



Available every break time for staff in the staff room.

LATE START



Late Start after Parents Evening

After each parents evening, staff come into school at the start of period 1.



A message from the trust

OCL Wellbeing (Access Via Share Point in Teams)

WE UNDERSTAND YOU. OUR PEOPLE ARE AT THE VERY HEART OF WHAT WE DO.

It is vital to our ethos, aims and mission that our staff are happy and feel supported in their workplace. We therefore are continually working on a robust staff wellbeing offer for everyone in our family. This includes a free counselling service, and specialist materials via our Occupational Health partners.

As part of that offer, we also release regular wellbeing resources to all our staff. You can access these resources using the link below or through the OCL Wellbeing page on Sharepoint.

<https://oasisit.sharepoint.com/sites/OCL-PD-WB>

Have you told us how you feel lately?

Did you know we have a staff pulse survey, where you can anonymously tell us each month how you are getting on at work, so we can support you and your wellbeing.

