



**ACCOMPLISH**

MULTI ACADEMY TRUST

# Wellbeing in Action

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**A Shared Commitment  
at Accomplish MAT**

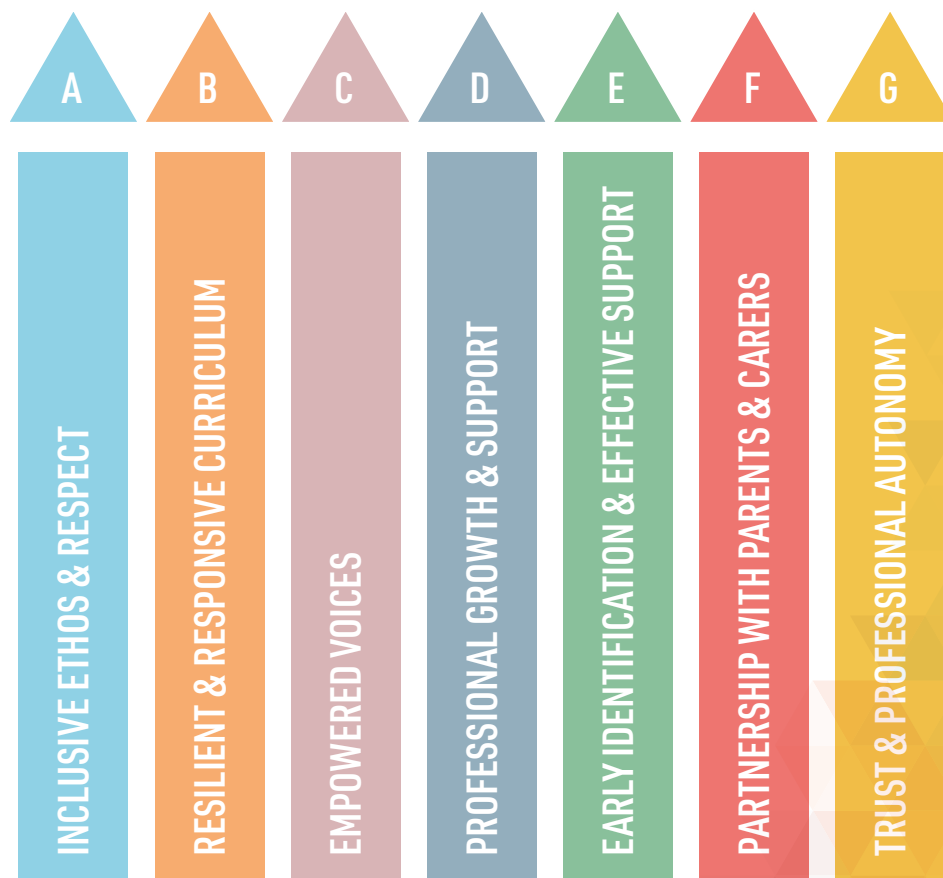
**At Accomplish MAT, wellbeing is not a side project — it's a shared responsibility woven into everything we do. From the classroom to the staffroom, from leadership decisions to community engagement, we are committed to creating environments where everyone can flourish.**

This document brings together the principles and practices developed by our Wellbeing Strategic Group, made up of staff from across the trust. It represents real voices, lived experiences, and a collective determination to champion emotional health, resilience, and belonging for both staff and students.

Our approach is built on **seven key pillars** — from fostering a respectful, inclusive ethos to supporting professional growth, listening to every voice, and working hand-in-hand with families. Each principle is supported by practical actions already making a difference in our schools.

This is more than a set of guidelines — it's our promise to one another. By living these principles, we strengthen our trust community, empower each other, and ensure that wellbeing remains at the heart of our mission.

# WELLBEING





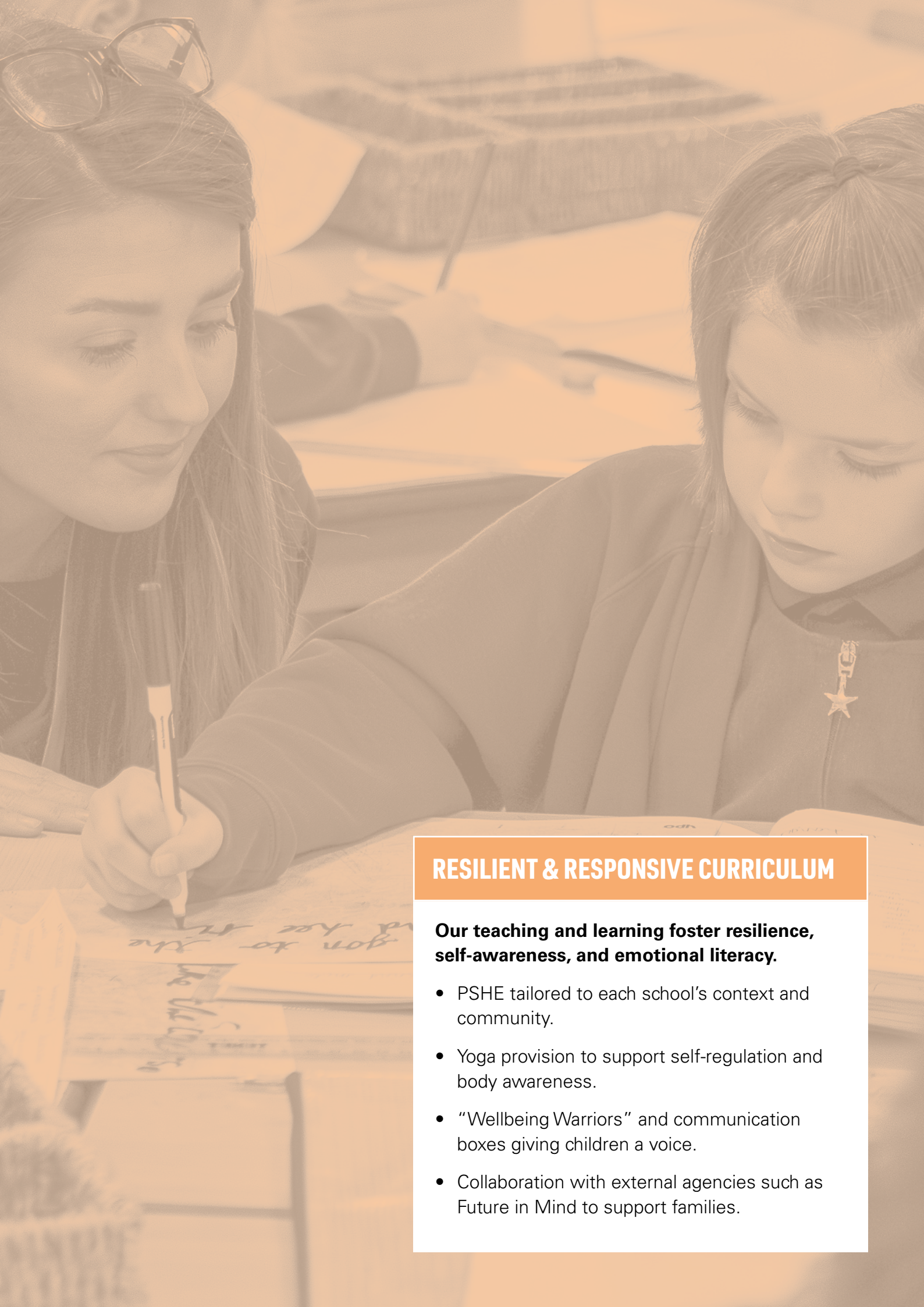


## INCLUSIVE ETHOS & RESPECT

**We create environments where respect, diversity, and our core values — celebrating uniqueness, care, and empowerment — are lived every day.**

- SLT greeting families at the gate to encourage connection and address concerns early.
- Allocated time for staff to complete year-group or subject activities.
- Advance communication to build mutual respect.
- Celebratory days, books, and assemblies highlighting cultural and religious diversity.
- Curriculum designed to celebrate diversity across all year groups.
- Student empowerment through junior leadership roles with real responsibilities.
- Staff encouraged to pursue CPD opportunities and observe peers.
- Comprehensive induction programme for all new staff.





## RESILIENT & RESPONSIVE CURRICULUM

**Our teaching and learning foster resilience, self-awareness, and emotional literacy.**

- PSHE tailored to each school's context and community.
- Yoga provision to support self-regulation and body awareness.
- "Wellbeing Warriors" and communication boxes giving children a voice.
- Collaboration with external agencies such as Future in Mind to support families.



A background image showing two female students with long hair, one wearing glasses, looking down at a notebook. The image is faded and serves as a backdrop for the text.

## EMPOWERED VOICES

**We actively listen to and act upon the voices of staff and students.**

- Junior leadership roles for students with real input into school life.
- Pupil surveys to capture student perspectives.
- Subject leaders empowered to shape and progress their subjects.
- Autonomy over some timetable elements to encourage creativity.
- Staff consultation on policies and changes where appropriate.
- Open culture where all staff feel safe to share ideas without judgement.
- SLT open-door policy for approachability.
- Daily message boards and weekly briefings for open communication.



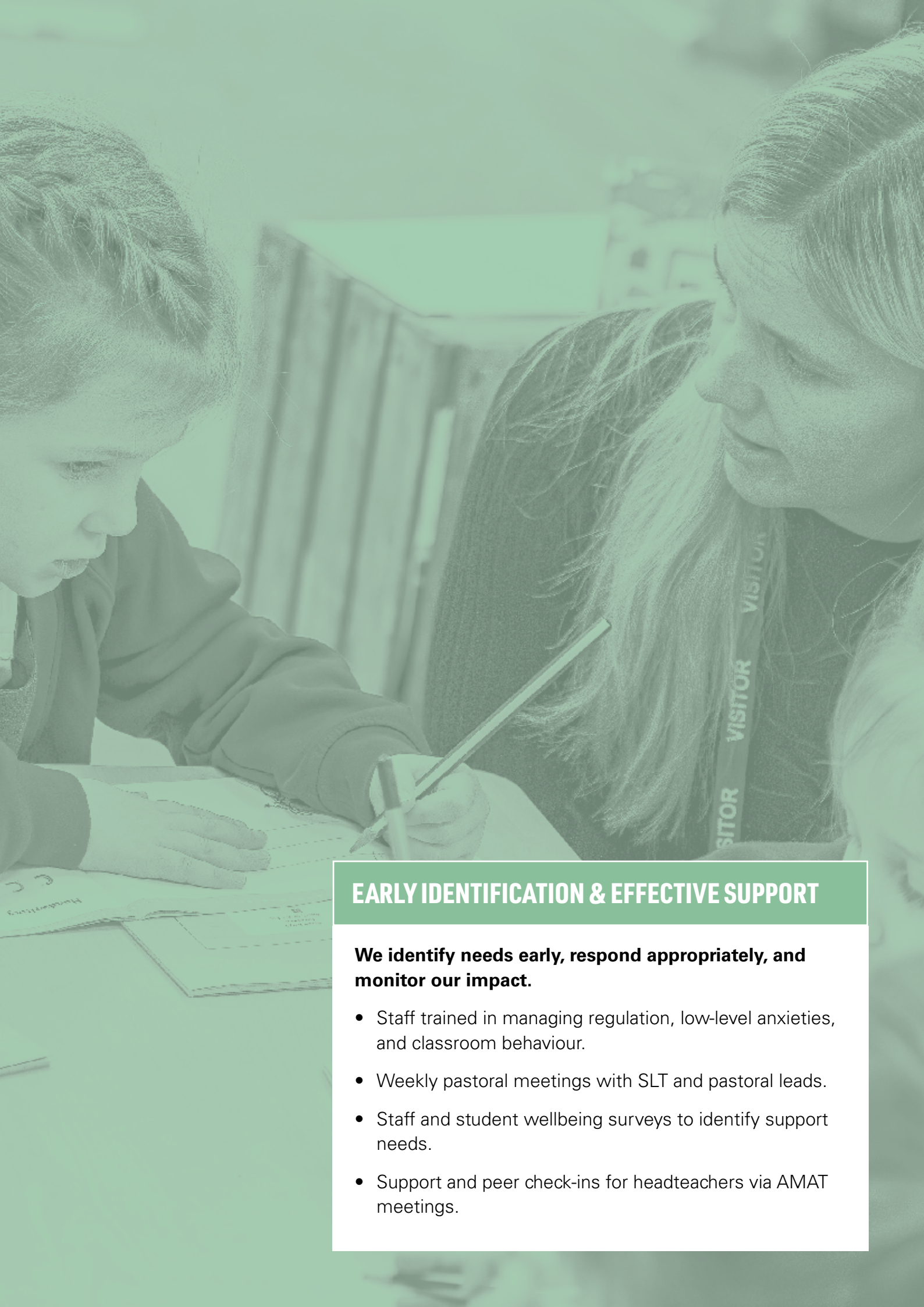
A young boy with short brown hair and freckles is looking down at a book. A woman with long dark hair and glasses is leaning over him, also looking at the book. The background is blurred, showing other people in a classroom setting.

## PROFESSIONAL GROWTH & SUPPORT

**We invest in staff wellbeing and professional development to strengthen our community.**

- External wellbeing support (e.g., Education Mutual for health, physio, counselling).
- Planned subject leader time to protect work–life balance.
- Valuing skills and expertise over rigid work patterns.
- Celebrating staff with shout-outs and weekly “good news” moments.
- Encouraging active learning breaks for students (e.g., Daily Dash, breathing activities, outdoor learning).



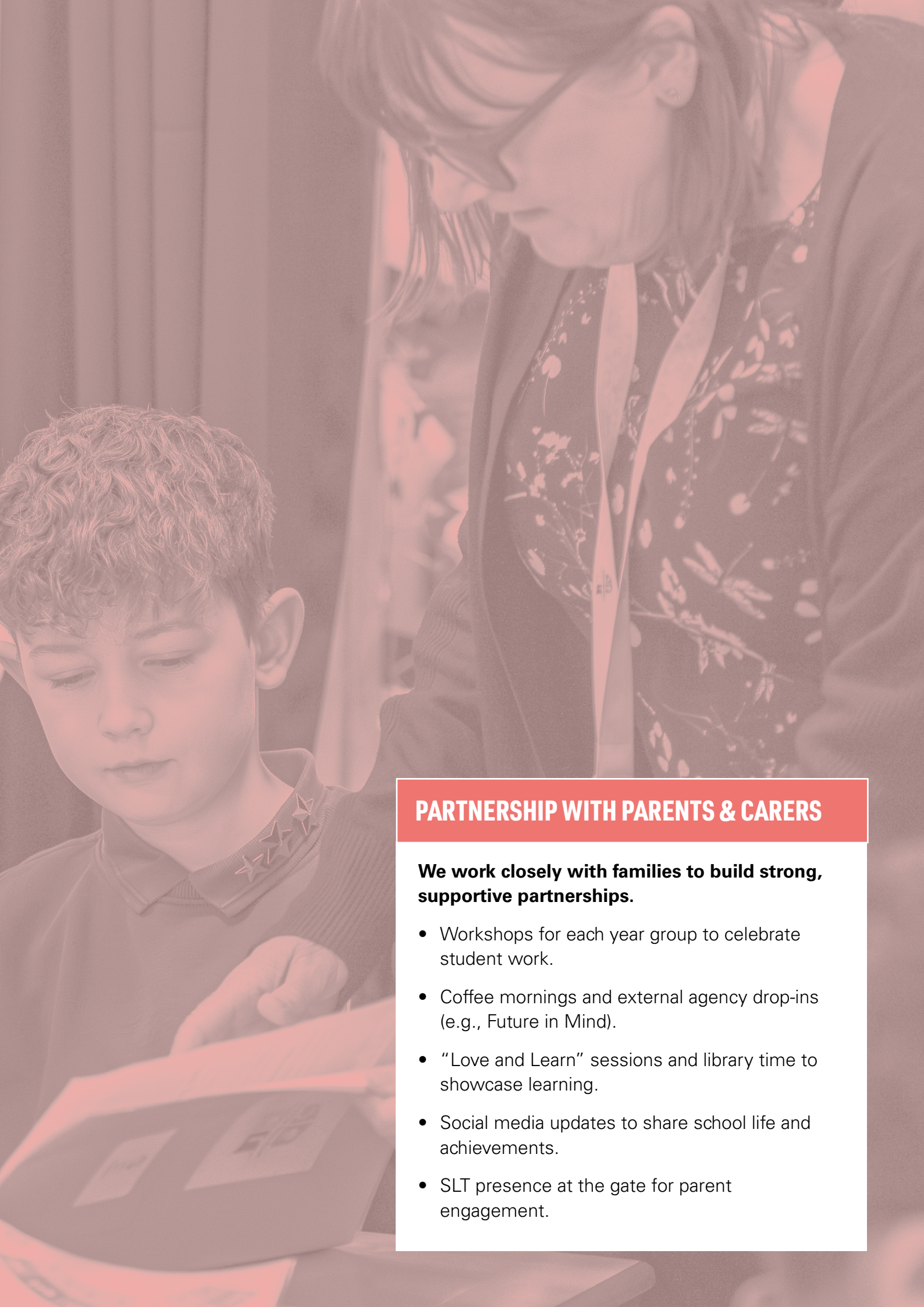


## EARLY IDENTIFICATION & EFFECTIVE SUPPORT

**We identify needs early, respond appropriately, and monitor our impact.**

- Staff trained in managing regulation, low-level anxieties, and classroom behaviour.
- Weekly pastoral meetings with SLT and pastoral leads.
- Staff and student wellbeing surveys to identify support needs.
- Support and peer check-ins for headteachers via AMAT meetings.





## **PARTNERSHIP WITH PARENTS & CARERS**

**We work closely with families to build strong, supportive partnerships.**

- Workshops for each year group to celebrate student work.
- Coffee mornings and external agency drop-ins (e.g., Future in Mind).
- “Love and Learn” sessions and library time to showcase learning.
- Social media updates to share school life and achievements.
- SLT presence at the gate for parent engagement.





## TRUST & PROFESSIONAL AUTONOMY

**We cultivate trust by recognising professional expertise and fostering a coaching culture.**

- PPA at home to support flexibility and trust.
- Focusing on skills rather than work patterns.
- Protected subject leader time for quality outcomes.
- Coaching over formal observations to encourage growth and reflection.