



ACCOMPLISH

MULTI ACADEMY TRUST

Wellbeing in Action

**A Shared Commitment
at Accomplish MAT**

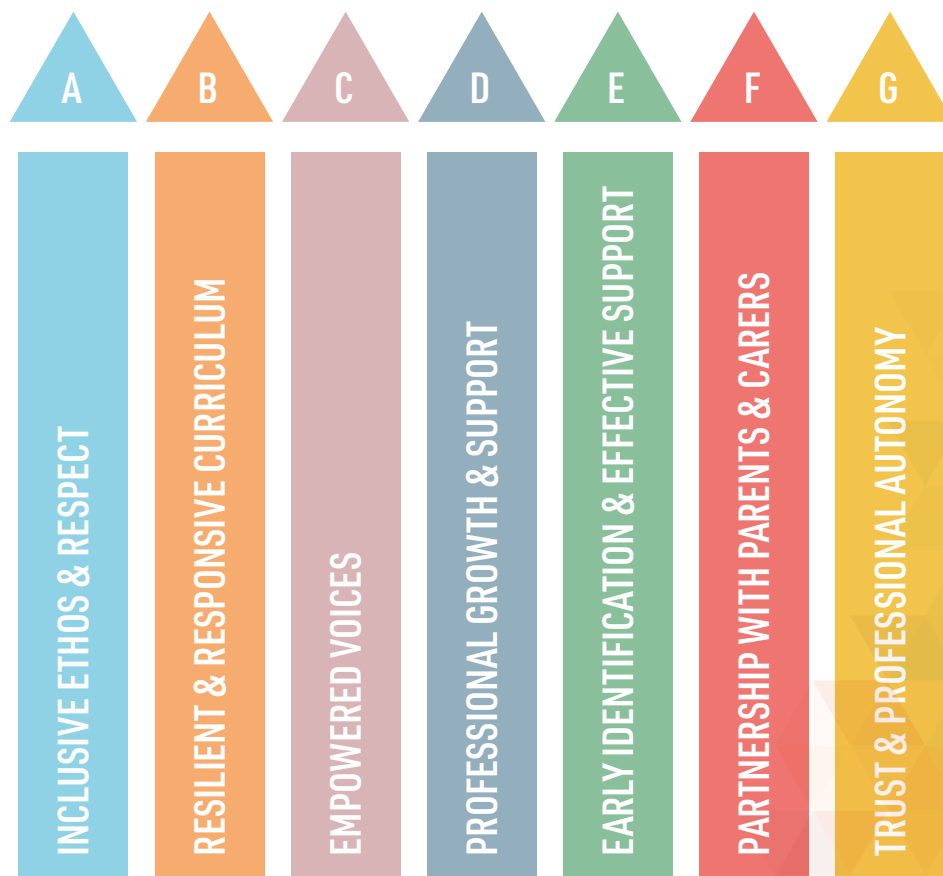
At Accomplish MAT, wellbeing is not a side project — it's a shared responsibility woven into everything we do. From the classroom to the staffroom, from leadership decisions to community engagement, we are committed to creating environments where everyone can flourish.

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

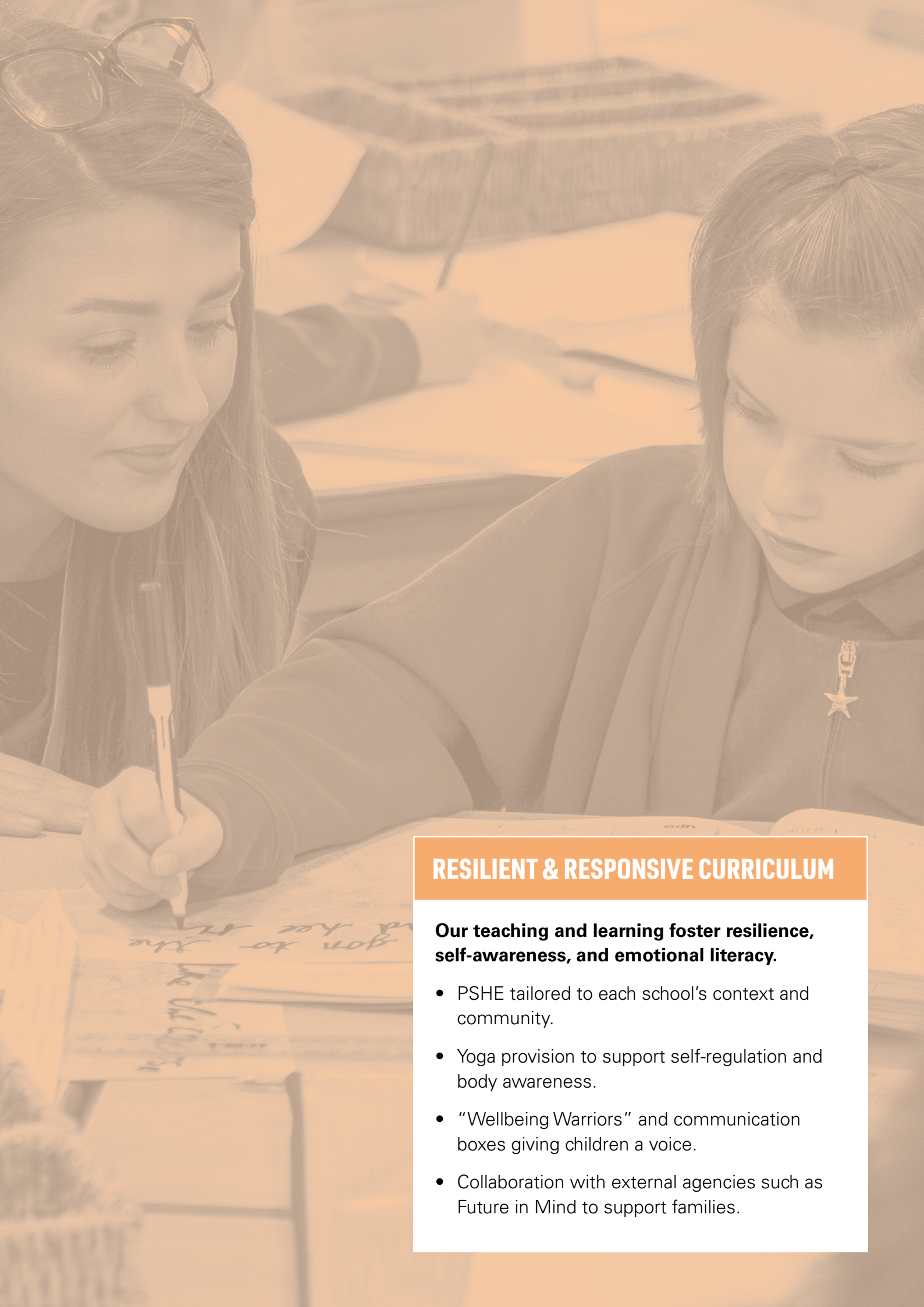




INCLUSIVE ETHOS & RESPECT

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

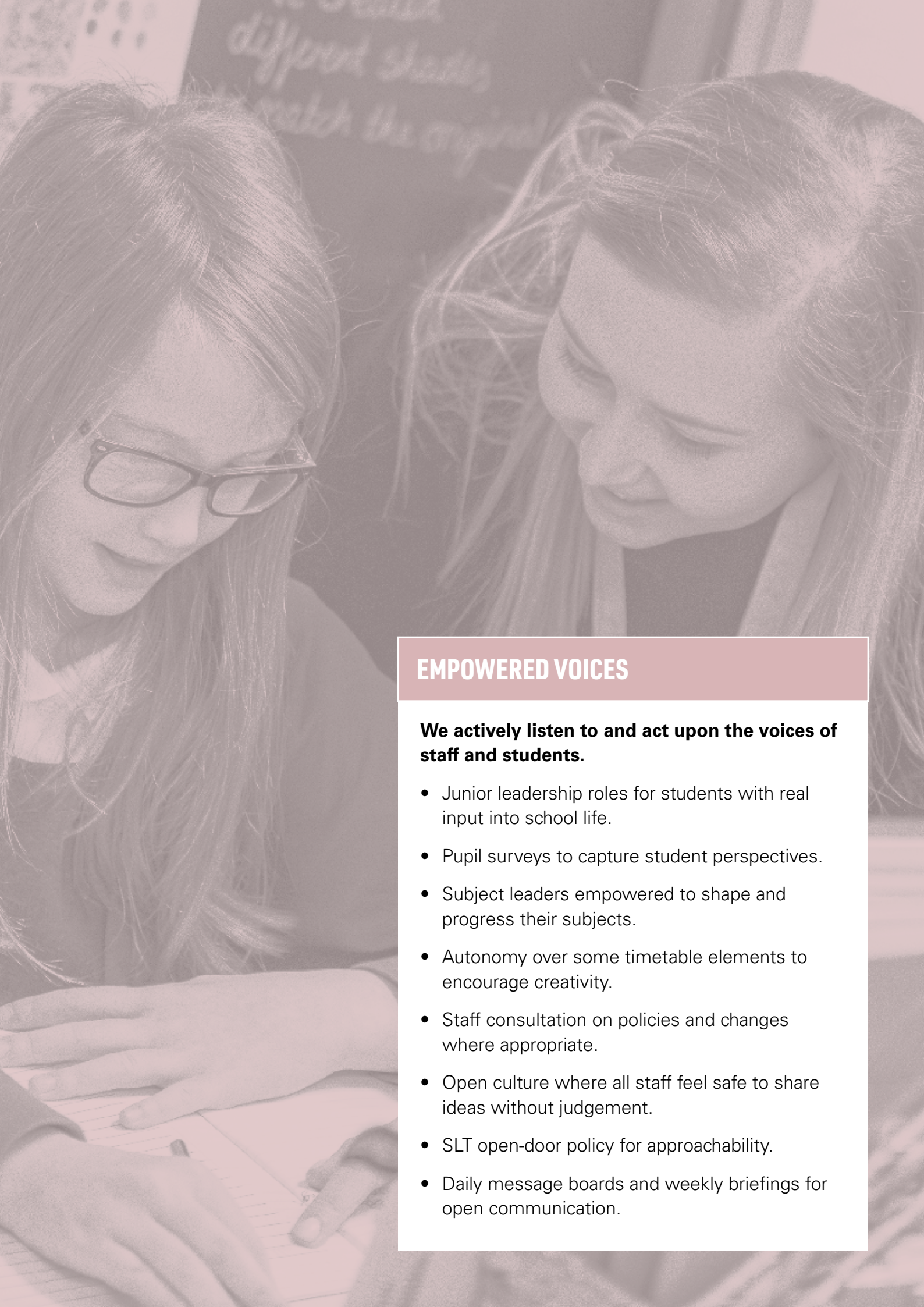
- SLT greeting families at the gate to encourage connection and address concerns early.
- Allocated time for staff to complete year-group or subject activities.
- Advance communication to build mutual respect.
- Celebratory days, books, and assemblies highlighting cultural and religious diversity.
- 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.

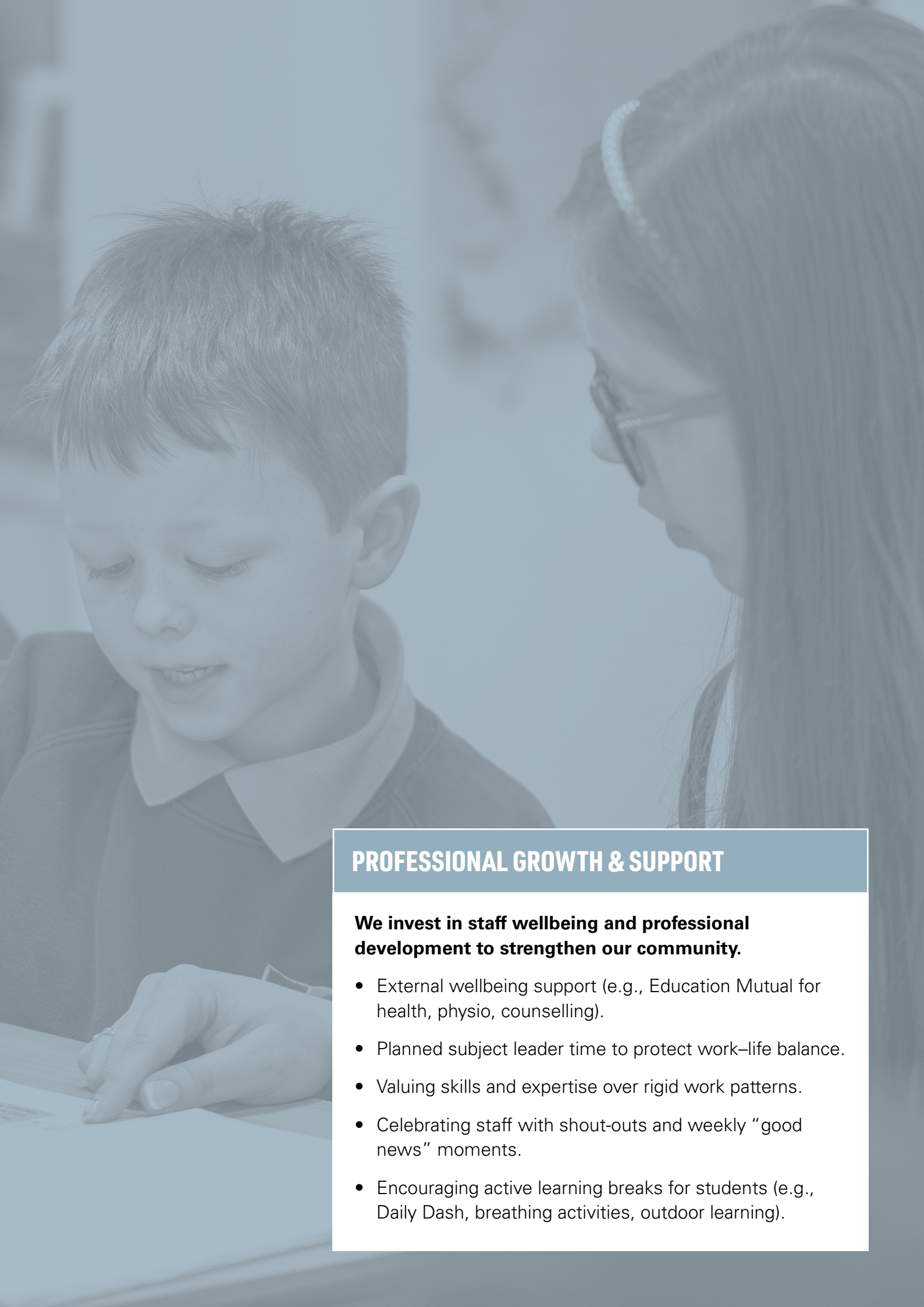
- PSHE tailored to each school's context and community.
- Yoga provision to support self-regulation and body awareness.
- "Wellbeing Warriors" and communication boxes giving children a voice.
- Collaboration with external agencies such as Future in Mind to support families.

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.

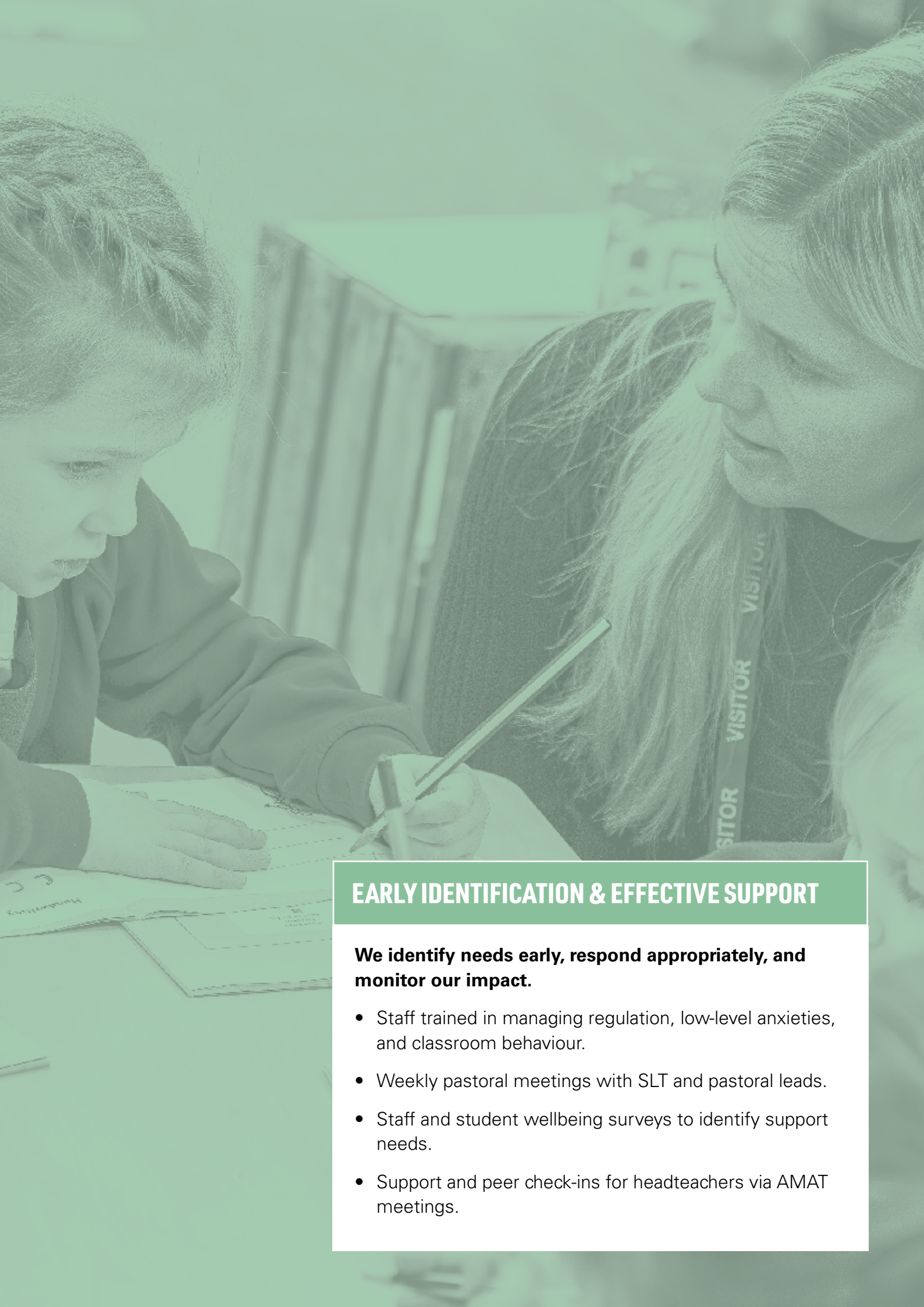
- Junior leadership roles for students with real input into school life.
- Pupil surveys to capture student perspectives.
- Subject leaders empowered to shape and progress their subjects.
- Autonomy over some timetable elements to encourage creativity.
- Staff consultation on policies and changes where 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, wearing a dark sweater with a white collar, 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.

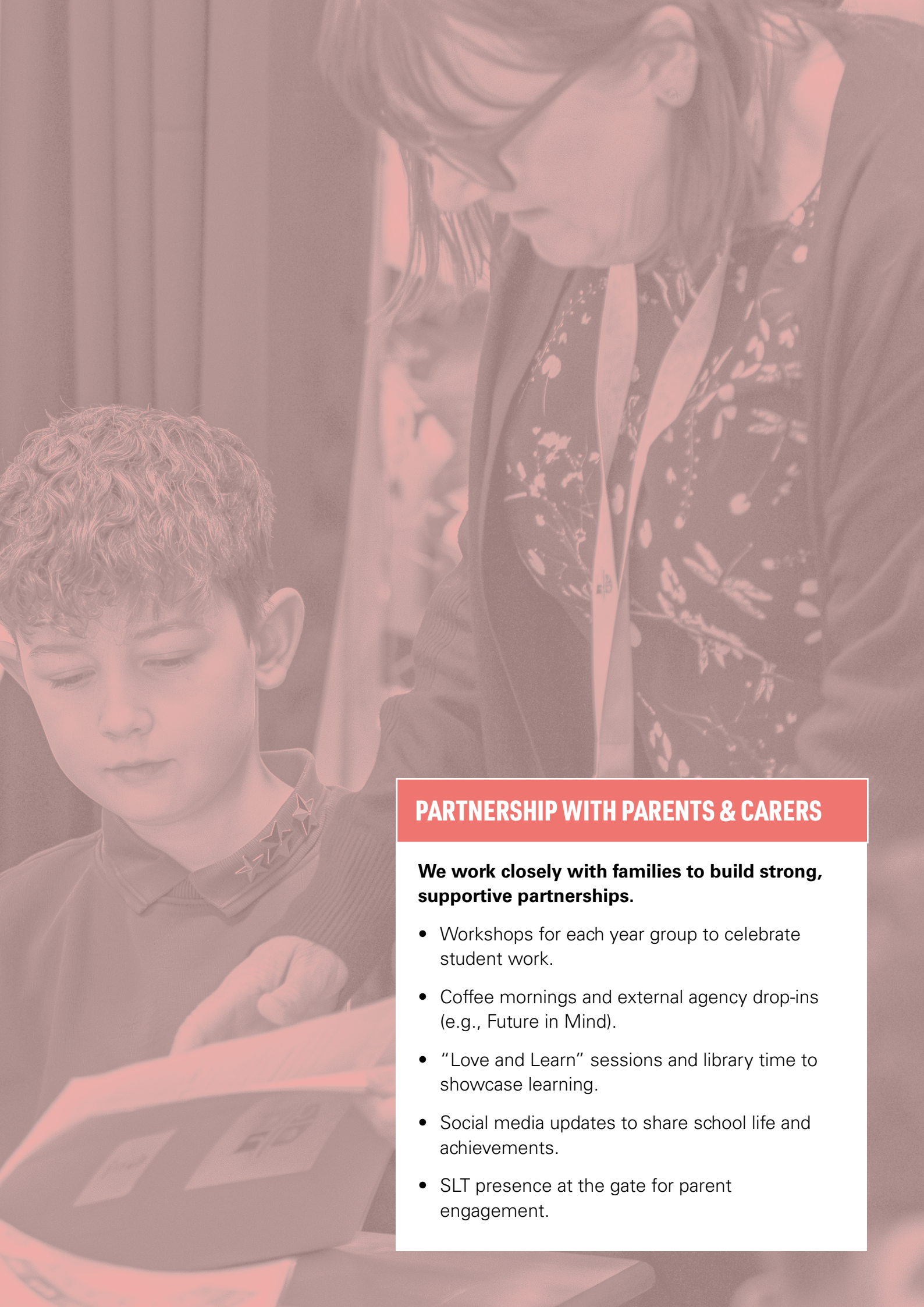
- External wellbeing support (e.g., Education Mutual for health, physio, counselling).
- Planned subject leader time to protect work–life balance.
- Valuing skills and expertise over rigid work patterns.
- Celebrating staff with shout-outs and weekly “good news” moments.
- Encouraging active learning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