



# Well Being Policy Lakeside School

**Start date:** January 2023

**Responsible person:** Lucy Kirsh

*We are committed to providing a safe, respectful , happy and supportive environment for all our staff. We will strive to practice effective, clear and relevant communication and enter into meaningful dialogue whenever necessary . We want our staff to feel valued and to have a sense of purpose. They should know the school will provide a career path and routes to increasing their skills, knowledge and abilities.*

**Adopted January 2023**

**Due for review: January  
2025**



# Lakeside Staff

## Wellbeing



### 'Well being day' off each year

To be taken when you would like for what you would like (eg: a long weekend away, birthday or family time)



### Minimal Out of Hours Email

A School wide focus on minimising email communication during evenings and weekends.



### Potential for Flexible Work Hours

Teachers are encouraged to work flexibly outside the main school day and calendared events, to create their own effective work and life balance .



### Discounts with Local Businesses

We are working to identify discounts for staff wit local businesses and we provide free tea and coffee ( with milk) all year round.



### Clear Calendar & Timetables

All school events are calendared for the year ahead, with clearly identified & distributed deadlines for date. Teaching timetables are published well ahead of the end of year.



### Free Christmas Lunch and goodies

A great opportunity for staff to enjoy the festivities with colleagues an students.



### Mentor for all new staff

All new staff are assigned to a mentor once recruited to support them both on the leas up to joining, across their first year



NQT Early Starts and Excellent career opportunities for new teachers.



### Open and Honest Conversations

A focus on discussing butterflies and hornets in all meetings, checking that we put our time and effort into doing what's right for our student's



Up to date computer Suite and LARA access from individual staff laptops.



### Great Supportive Team

We are proud of the team we have created, that supports each other and succeeding in a balanced family life.



### Career Opportunities

Career opportunities are considered for all, with many opportunities becoming available each year.



### Annual Flu Jab

An annual flu jab for all staff, available each winter free of charge!



### Research Driven, CPD Focused

Our curriculum principles and our teaching and learning are strongly researched focused. We encourage all our staff to engage in reflective and relevant CPD regularly



### Cycle to Work Scheme

We have a salary sacrificed cycle to work scheme starting in September 2023



### Hardship Payments

Support for staff in need of extra financial help

Free counselling and soft tis-  
sue injury support for 6 ses-  
sions.



## Lakeside Students Wellbeing



Hydrotherapy Pool and Local Swimming Pool. We have our own Hydro swimming pool kept at 36oc and Extended Ed students visit the local pool in Hertford



Child Initiated learning :Primary, Middle and Secondary (EXL) departments have a broad curriculum with child initiated learning at the core.



Local shops and amenities :Students visit local shops, cafes and sports centres regularly for part of their community learning.



Bamboozle Theatre Productions: We have direct access to Bamboozle performances and workshops for all our students and for staff training.



Regular soft play outings: Primary students have a weekly visit to soft play for a community visit.



Bowling for Leisure :Our secondary department students access Bowling once a week



MOVE and Functional Fitness :We have sessions dedicated to the MOVE program for student's mobility and fitness, we achieved gold MOVE accreditation in 2022



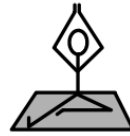
SMSC Learning opportunities: A broad curriculum for all to explore different faiths, cultures and lifestyles.



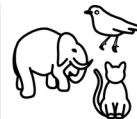
Rules of law : We teach students how to follow rules and enjoy being part of society .



School trampolines and Rebound Therapy We have three trampolines in school for sensory diets and exercise. Students have access to Rebound Therapy with a trained leader.



Holistic Yoga and Personal Care Routines: We are respectful and discreet when following personal care routines to keep the dignity of our young people. Classes take part in weekly holistic Yoga sessions and learning about how to be 'calm'



Ark farm at School & Zoo trips once a year for all students to access.



Bouncy castle :Once a term we have a school 'well being week' with extra curricular activities chosen by the students



Work Experience and Job opportunities :In EXL department students explore job opportunities and work experience such as local shop, office and garden centre



Sensory Garden and Mud Kitchen :We have a large outside space incorporating many outside play opportunities .



Sailing :Summer trips to Rickmansworth Aquadrome.



Horse Riding: Weekly horse Riding trip to the Local Stables



After school clubs & School Council meetings :Our School council meet up with local Primary and Secondary schools once a term for a meeting on current affairs and new ideas for learning.



Forest School : Lamerwood private wood and open space is where our Children can freely explore nature and learn to care for their world.



Exploring and making choices :Across the whole of our curriculum, feeling valued and making a choice