

SUPPORTING GREAT STAFF



Wellbeing at JSTC September 2023



Talking with staff members it is evident that a key aspect of JSTC is the **family** approach: the support and care for each other. We must ensure the wellbeing for every staff member is a priority; we all work hard because we care about the students and their future, but we must look after each other to ensure that care and dedication is sustainable. Staff thrive when they have a genuine sense of purpose and achievement arising from a feeling of being valued and listened to. We at JSTC will continue to develop a culture of **loyalty**, **openness**, and **inclusiveness** for *all* of our school community.

Feelings of wellbeing are fundamental to your overall health and happiness, and they enable you to successfully overcome any difficulties or barriers to achieve what you want out of life. We will invest in your **personal learning development** so you can continue to develop and enhance your skills, knowledge and understanding. Professional learning development of staff is a sure way to raise standards and support the aspirations and learning desires of colleagues. Professional development requests (training, literature etc) should be requested through your Line Manager and discussed during your appraisal meetings.

Since September 2021 we have committed to a support programme provided by an external provider: **Education Support**. This gives all staff members the opportunity to seek advice for counselling, coaching, financial, legal, work-life balance, and many other areas. Educational Support have over 140 years of experience and were created by a group of teachers for teachers. They have a deep understanding of the educational sector and the demands and issues that face us as professionals. With this self-referring, confidential service, you don't have to go through your line manager or myself, you don't have to inform us if you are using the service if you don't want to.

Our **'Management Day'** is now established for all staff members who hold a TLR, cover permitting. This is one day per year to work from home to complete tasks of your choice (e.g., data analysis, moderation, curriculum development etc.), without the distraction of the school day. Requests need to be made a minimum of two weeks in advance to your Line Manager.

This **Wellbeing Package** identifies the wide range of opportunities, strategies and approaches that JSTC takes and values to support every staff member. However, this is not an exhaustive list; there are many other methods that individual staff members use to support their own and others' personal wellbeing. It is not a one size fits all: it's dependent on what works for you. If you are comfortable in sharing what works for you and supports you, please pass this information onto me or Susie Powell, Assistant Headteacher for wellbeing and mental health.

I am honoured to be the Headteacher of JSTC, a school that clearly values and invests in their staff.

Happy, successful, and positive staff members result in happy, successful, and positive students.

Simon Curtis
Headteacher
September 2023

JSTC Staff Wellbeing Package



- Mental Health Support
- Employee Assistance Programme: Education Support
- Staff meetings
- Flexible working
- Remote working
- IT Support
- Parents' Evening Support
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- Van Hire
- Buildings
- Refreshments and Treats
- WAM! Worth a Mention
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- Staff Run Club
- Socials
- Book Swap



Mrs S Powell

Assistant
Headteacher
Teaching and
Learning,
Wellbeing, Mental
Health Lead.



Mental Health Support

- JSTC staff **Mental Health First Aiders** are Simon Curtis, Karen Paice, Susie Powell, and Sophie Harrison. Mental Health First Aiders have completed an intensive two-day certificated training course.
- Mental Health First Aiders (MHFAs) aim to preserve life; prevent further harm; promote recovery; provide comfort to the person who is ill or injured.
- Mental Health First Aiders work to eliminate stigma and provide support for emerging, existing, and emergency mental health experiences, including anxiety, depression, panic attacks, eating disorders, psychosis etc.
- Mental Health First Aiders do not diagnose mental health experiences. We can offer confidential **listening, support, and advice** about how to access self-help resources as well as local and national support services. **Mental health issues are common.**
- Most staff in SEND, Progress Teams and administrative teams have completed a three-hour online Future Learn Psychological First Aid course for adults or CYP.
- A **weekly staff bulletin** signposts helpful resources to support emotional and mental wellness.
- The **school website** provides a **Wellbeing page** containing local and national organisations and charities available to provide support to staff, students, and community.
- **Bailey**, our loveable school dog, will be only too delighted to provide support.





Employee Assistance Programme (EAP)



- A paid-for service available to all JSTC employees and adults in their household
- No cost to you
- Available 24 hours a day, 7 days a week, 365 days a year

08000 856 148 or live chat

All calls are completely confidential

Personal information about callers or about specific calls is never divulged

Advice Centre Plus: www.educationsupport.org.uk/onlinesupport
Username: **worklifesupport**
Password: **support1**

Your Employee Assistance Programme

Benefits to you

	In the moment support and counselling for home-life issues	Confidential, independent specialist support for personal challenges such as relationship breakdown, coping with anxiety, bereavement, infertility, low self esteem, insomnia etc.
	In the moment support and counselling for work-related issues	Confidential, independent specialist telephone support for challenges or issues related to work such as workplace stress, worklife balance, difficulties with colleagues etc.
	Financial and Legal	Our qualified legal and financial professionals provide specialist support on a range of personal issues such as matrimony, housing, consumer, boundary disputes, debt management and more.
	Specialist information	Specialist information and signposting services on topics such as elder care, childcare and disabled care.
	Support for Managers	A support service for managers, dealing with important and challenging people issues.
	Fast Access	You can access support via telephone or live chat 24 hours a day

Employee Assistance Programme Services

Counselling	<ul style="list-style-type: none"> • Fast track compared to GP referrals • Telephone, online or local to home or work • Short term, Solution Focused Therapy • Up to 6 sessions of structured telephone or face to face counselling per issue • Suitability for short term counselling is determined by clinical assessment. • Support available 24 hours a day 365 days a year, confidential & free • Where a long-term or open-ended support need is identified we can help with information about where to try and locate this
Personal	<ul style="list-style-type: none"> • Family relationships • Couples counselling • Teenage children • Bereavement • Infertility • Serious illness • Domestic abuse • Divorce • Substance/alcohol abuse • Miscarriage • Caring for elderly relatives • Depression • Anxiety
Legal issues	<ul style="list-style-type: none"> • Matrimonial • Consumer issues • Insurance • Power of attorney • Motoring offence • Disputes with local authority • Council tax • Welfare law • Probate • Wills • Property issues
Financial Issues & Support	<ul style="list-style-type: none"> • General debt counselling • Mortgage guidance • Loans and overdrafts • Wills and inheritance tax planning • Personal taxation issues • Divorce • Partnership breakdowns • Pensions • General financial planning • Redundancy • Early retirement

	<ul style="list-style-type: none"> • Investment guidance • Short term financial emergencies • Essential, but unaffordable items or costs, which contribute to improving health and wellbeing. • Help to stay in or get back to work
General Information	<ul style="list-style-type: none"> • Holiday problems • Noisy neighbours • Tax • Housing/landlord issues • Maternity leave • Faulty goods and consumer rights • Child support • Care homes and eldercare • State benefits • Pet sitters • Human rights queries
Manager Assist	<ul style="list-style-type: none"> • Managing performance • Motivation and morale • Supporting colleagues on constructively • Difficult conversations • Managing absence and return to work • Organisational change • Sensitive issues • Redundancy/early retirement

Your Employee Assistance Programme

We will always be there to support teachers and education staff

No matter what you're going through, big or small, we're here for you. Day or night you can call to speak to someone without judgement who can help you find solutions to move past a difficult situation in your life.





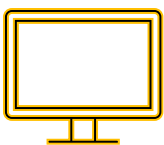
Staff Meetings

- Department and Line Management meetings are completed within 60 minutes and within the working day wherever possible.
- Teaching and Learning workshops are completed within 75 minutes.
- All senior leadership meetings are completed within 90 minutes.
- Wellbeing is regularly on meeting agendas.
- Impromptu meetings are avoided (only used in an emergency such as a Safeguarding issues)
- Lunchtime meetings are avoided wherever possible.



Flexible Working

- Reasonable requests for part-time work, job sharing, varying your hours of work, working from home or phased retirement may be considered. Your first step is to discuss flexible working arrangements informally with Simon Curtis, our Headteacher.
- Working from home arrangements can be organised if there are specific identified reasons for this that, e.g., because a member of staff is not able to drive or get a lift into school or has temporary child-care issues. This will have been discussed and agreed with the Headteacher.



Remote Working

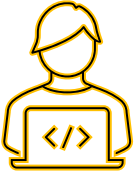
- Staff have the option to use Teams for meetings if there is general agreement to do so.
- Our management information system (MiS) Bromcom is available to you from home.
- Our school **Intranet** is available to you at home by clicking the link on our [website homepage](#)

 **ADDRESS**
Hanby Lane, Alford, Lincolnshire, LN13 9BL

 **EMAIL**
office@jstc.org.uk

 **PHONE**
01507 462443

[Staff Intranet](#) | [Student Intranet](#) | [MCAS](#)



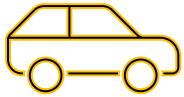
IT Support

- Staff are assisted by a friendly, specialist, dedicated and highly supportive IT team.



Parents' Evening Support

- Parents' evening appointments are all face-to-face and begin at 4.15 pm to give staff a comfort and refreshment break after teaching.
- Parents' evening appointments finish by 7pm.
- Staff use a laptop to save printing information.



Free parking

- Unlike some schools, we offer free on-site parking to all staff.
- There is additional free parking in town.
- Electric charging is available in town.



Van hire

- Our school van is available to borrow free of charge.
- Book the van by contacting Mark Bishell, Site Manager, or Andy Allen, Assistant Site Manager.



Buildings

- We constantly look to modernise our buildings to make sure they are bright, warm, clean places to work.
Recent modernisation includes:

- New windows and doors in 2018
- LED lighting in 2019
- New Maths, Art, and MFL facilities in 2019
- New PE changing rooms in 2020
- New student and staff toilets in 2020
- New Humanities office in 2022
- New library in 2022
- New intervention space in 2022
- New finance offices in 2022
- New meeting room in 2022
- Main Office redesign in 2023
- English Office redesign in 2023
- New LAC Office in 2023
- New toilets (Y8 Boys) in 2023
- New Mental Health breakout room in 2023
- New subject specific wall graphics in 2023 (more to come!)
- Updated ICT equipment in 2022-23(laptop trolleys, ICT suites, Classroom interactive screens)



Refreshment and Treats

- Instant hot water is available in the Staff Room and Hub. No need to wait for a kettle to boil!
- Tea, coffee, milk, and sugar are provided free of charge in the staff room and Hub.
- A light tea is provided for staff on site for Open Evening, Engagement Evenings and Parents' Evenings (baguette or bun with a filling of your choice, with a biscuit / cake and fruit).
- Refreshments (tea, coffee, cold drinks with biscuits) at twilight training events.
- Occasional 'treats at break' from SLT to recognise the efforts of staff.
- Free herbal teas to calm; hot chocolate to warm; special coffees to energise, and sweets to refuel are occasionally available in the Hub.

Wellbeing isn't about cake, but time sharing treats every now and again helps to lift all our spirits.



WAM! Worth A Mention

This competition is open to all employees of JSTC.

- Staff can recognise and celebrate when colleagues 'go the extra mile', either professionally or personally.
- The weekly competition is run by Susie Powell.

Three Ways to WAM! Nominate a staff member:

1. Take a trip to the Hub in the English block and display your card on the noticeboard.
 2. Send an email or e-card to me with your nominee's name and message (write the message on the second page)
 3. Write a card in the staff room and place it in my pigeonhole.
- A selection of WAM messages will be shared with all staff via a 'WAM Winner and Special Messages' email every week.
 - If you do not want your special message shared, please indicate this in your email or on your postcard / e-postcard.
 - One staff member will be selected at random from the WAM entries each week and will be given a canteen voucher. The voucher must be redeemed in the school canteen.
 - At the end of each term, there will be a small bonus surprise for the staff member with the most WAM nominations.

JSTC
ALFORD

Worth a Mention!

WAM!

To:

Date:

From:

Thank you for going the extra mile!

WAM!

I do not want this message shared with all staff via email (tick box)

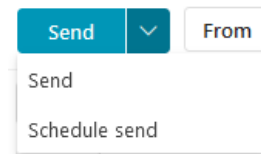
Message...



Email Restrictions

- Email: as a whole school team we agree to limit our use of email and work messaging in the evenings, weekends, and holidays.

- Ideally, there should be **no work emails after 6pm** in the evenings and **no work emails at the weekend**. However, in challenging contexts it may be important for school leaders and line managers to send an urgent email outside of these times.
- If you are sending an email out of work hours, please include the following message at the end:
I choose to work flexibly and may send emails outside of my normal working hours, there is no need or expectation to respond outside yours.
- If you are sending an email out of work hours, give information rather than requesting action.
- For non-urgent 'out of working hours' emails and messages, please respect your colleagues' wellbeing using Outlook's '**Send Later**' function.
- Avoid blanket emails by creating '**Groups**' on Outlook.
- Edit the recipients in your Groups by pressing the + sign.

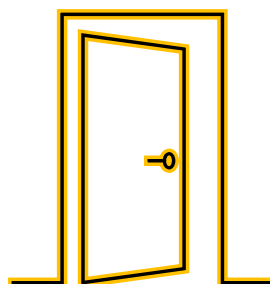


You can then delete staff addresses if the content is not relevant to them.



Direct Communication

- Open door: our Headteacher and SLT respect confidentiality and are always willing to discuss professional or personal issues that affect you.
- Simon Curtis has an open-door policy for personal and professional issues, if the door is shut, please do knock, and only enter if told to - just to avoid Bailey escaping!
- Susie Powell has an open door to support personal and professional wellbeing issues.
- Weekly **whole staff briefings** in the Staff Room on Tuesdays.
- Union representatives are regularly consulted.





Wellbeing Whisper

<https://forms.office.com/e/tLb7FBBDpq>

This is a **new, always accessible, confidential form** to share concerns and / or suggestions about wellbeing in complete confidence and without fear of negative repercussions.

Please do not share the form link with parents or students; this form is for JSTC *staff only*.

Aims:

- Provide a safe space for staff to express their views, thoughts, suggestions, and concerns.
- Provide a support mechanism for staff who find face-to-face conversations difficult.
- Enable Assistant Headteacher for wellbeing to identify and respond to staff pressures and pinch points.
- Seek suggestions and ideas about how to improve staff wellbeing.

Trust:

- Your response is confidential* and will only be accessible to the Assistant Headteacher responsible for wellbeing: Susie Powell. **If a safeguarding issue is raised, information will be shared respectfully with appropriate staff within the JSTC Safeguarding Team.*
- I will support you through a confidential conversation if you provide your name and if you wish for this.
- If you prefer to be 100% anonymous, you can select this option; I will not be able to identify you.
- I may not necessarily implement your wellbeing suggestion; this will be determined by other factors.
- I may share great suggestions about wellbeing with our whole school team but there will be no reference to you as an individual unless you request this.

Staff Wellbeing Whisper can be accessed by clicking on the link above or below:

<https://forms.office.com/e/tLb7FBBDpq>



Personal Wellbeing Surveys

- This optional questionnaire is about you and your wellbeing. It is sent out to staff three times a year, i.e., once before the end of the autumn, spring, and summer terms.
- This form is anonymous. You will not be identified unless you wish to give your name.
- Any information you provide will be treated with respect and confidentiality. Your answers will be viewed by me only and will enable me to know if there is a group of staff who would benefit from additional support in the workplace.

- An anonymous evaluative overview of the data will be shared with SLT, and key points with wider staff to explain strategic decision making.
- The simplest way to understand what teachers and school staff need to support their mental health and wellbeing is to ask them.
- What I like to find out:

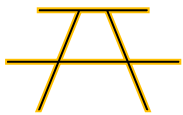
How teachers and school and college staff are feeling?

What is driving good and poor mental health (including work practices, culture, engagement and management)?

How supported teachers and support staff feel?

Are staff feeling equipped to support children and young people with their mental health?

Is there any additional support needed for mental health and wellbeing?



Space to Rest

Staff have dedicated areas to meet, eat, drink and recharge:

- A Staff Room near the main entrance.
- Outside picnic area to the side of the main school entrance.
- Department meeting rooms.



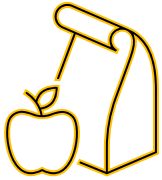
Space to Work

Staff have dedicated areas to work. Whether it's planning, assessment, research, or CPL, on your own, in pairs, or in groups, there are areas for you to use.

- A staff only, quiet Hub (in the English block) with a CPL library and photocopier
- 6 laptops and 1 desktop computer for staff use in the Hub
- Wi-Fi for quiet working (not for personal devices) in the Hub
- Additional workspace and 7 desktops in the Staff Room
- 1 desktop in the IT corridor next to the photocopier
- Photocopier in the Maths block, MFL block, and Hub.

Please...ensure good ventilation when you are indoors... be careful with food and drink when using IT.

Remember that all hot drinks MUST be in a covered cup (i.e. travel cup) when walking around school.



Lunch Break

- Unlike other schools, we have a long lunchbreak of 50 minutes from 13.45-14.45 with only one lesson in the afternoon.
- Staff are not required to attend meetings during their break or lunch break unless the it is an urgent or emergency situation.
- Lunchtime should be undisturbed, the exceptions being cover or scheduled duties, an urgent matter, or an emergency.



Personal Care

- Free sanitary products are available in all the female and inclusive toilets on site.
- Luxury hand soap and hand cream are available in the upstairs female toilet.



Staff Induction

- Our New Staff Induction Co-ordinators support all staff who are new to our school or new in their role, or returning after absence, regardless of their position. This includes ITT trainees and early career teachers (ECTs).
- The induction programme follows on from a robust Safer Recruitment process.

New staff and returning staff can expect:

- Staff Induction Handbook (updated three times a year)
- Induction Checklist
- INSET Day training
- Induction Programme (optional Teams recorded sessions and document library)
- Induction Pack
- Ongoing support

Induction Coordinators are Simon Curtis, Teri Chatterton, and Fi Smith.



SLT Teaching Commitment

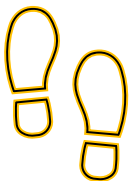
- All senior leaders, including the Headteacher, teach and cover lessons to spread the load, and to stay firmly involved in classroom practice.
- Teaching and regular 'Step-Ins' help senior leaders to understand the demands of a full teaching timetable.
- Decision making will take the demands of a full teaching load into consideration.



Feedback Policy

- 'As professionals, we trust our teachers to engage in a level of feedback which is significant enough to move the learner forwards but takes into account the well-being and workload of the teacher in a sustainable career.
- We do not have set frequencies of feedback, however each teacher is responsible for feedback with their teaching group and should be able to evidence that feedback in discussion, using student work to exemplify where and when feedback has taken place. Evidence of the feedback loop will be key to this.'

For further details refer to the updated JSTC Feedback Policy 2023



On Call Classroom Support

- A pastoral member of staff and a member of SLT will be 'On Call' for each lesson throughout the week to support staff who are teaching in classrooms.
- Pastoral staff are priority 1 and will be called in the first instance.
- SLT are priority 2 and will deal with any serious issues.
- On Call staff assist with missing students, student removal, mediation, restorative practice, and investigation of serious situations.
- On Call staff can be contacted via the Main Office.
- You, or your Head of Department, can request for a class to be on our 'Hot Spot' On Call timetable. On Call staff will step in regularly to support your lesson in a non-judgemental way.
- All On Call staff are visible and actively walk the site, showing students that we are interested in their learning and ready to give them praise.

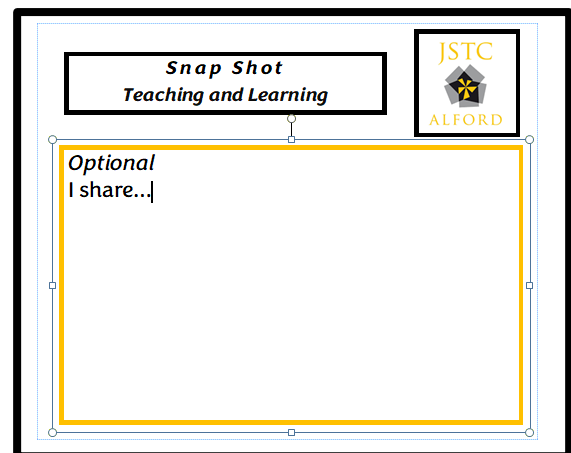
- SLT will target Hot Spot lessons and do general teaching and learning 'Step Ins', providing positive 'Snapshot' postcard feedback.

All staff are invited to participate in 'Step In' and 'Snapshot'- resources can be found in the Hub and Staff Room.

- On Call staff carry radios so that they are always contactable.
- SLT always carry a radio even when not on duty and this is switched on during the working day, unless they are teaching or in a meeting. You can ask Main Office staff to contact SLT for you or you can telephone their office extension to talk to them directly.
- Progress and Pastoral Staff will only have their radio's on whilst On Call' there is no expectation of them having them on all the time.



A postcard template for 'Snapshot Teaching and Learning'. It features the JSTC ALFORD logo in the top left. The main title is 'Snap Shot Teaching and Learning 23-24'. Below this are fields for 'To:', 'Subject:', and 'Date:'. A large box is labeled 'I celebrate...'. At the bottom right, there is a small box with the text 'Thank you for welcoming me into your class room!'.



A postcard template for 'Optional I share...'. It features the JSTC ALFORD logo in the top right. The main title is 'Snap Shot Teaching and Learning'. Below this is a large box labeled 'Optional I share...|'. The JSTC ALFORD logo is also present in the top right corner of the postcard.



Why use Step-In?

- Support our unique 'Spennie Way' **collaborative and coaching ethos**.
- **Optional**, no pressure to be involved, but participation strongly encouraged.
- Separate to Quality Assurance (QA) Learning Walks and Appraisal.
- An **informal, positive approach** for teachers to celebrate and share teaching and learning practice across the school.
- A way to connect with each other and start talking about teaching and learning more.
- **This is about sharing all practice and experience**, not just 'best practice' or 'showcase lessons'; with this approach we aim to talk openly and comfortably about barriers and challenges to learning, without fear of repercussions, with empathetic colleagues to build our teaching expertise *over time*.
- **Supportive of all** but especially trainees and Early Career Teachers as it complements their existing training by opening doors to other departments without a formal or lengthy invitation process.

How to use Step-In to invite colleagues

- Place the Step-In poster outside your classroom in a visible position for the duration of a lesson.
- Take the poster down at the end of the invitation period.
- No lesson plan, data, additional printed resources, or advance student notice are needed.
- You may wish to think in advance about where your visitor will sit or stand if you have a large class.

How to use Step-In to visit colleagues in their classroom

- Look at our Step-In schedule for lessons each week that have a regular open invitation.
- Walk the site during your non-contact time looking for the yellow poster outside classrooms. or if there is a particular teacher or group you would like to see, ask in person or via email.
- Enter the classroom silently with your yellow Step-In poster in hand (the teacher will know that you are in for a Step-In rather than for another reason)
- Aim to just **'step-in' for a short time** – between 5-10 minutes – unless you are encouraged to stay longer.
- Intend to look and listen unless you are invited to be actively involved.
- Be open-minded and respect the invitation – you may see barriers and challenges.
- Thank the teacher as you leave with a simple wave or thumbs up with a friendly smile.
- Write a **Snapshot postcard** – ensure you celebrate the positives! Perhaps share an invitation to one of your lessons, a resource recommendation, a tip or tweak...

How NOT to use Step-In

Avoid...

- Negative critical judgement either verbally or on your Snapshot postcard.
- Interfering in any behaviour incidents unless it is serious and or the teacher asks for support
- Staying too long – 10 minutes is long enough to gain a snapshot of a learning activity.
- Interrupting or distracting the learning at any point.



Continuous Professional Learning (CPL)

- Dedicated time every month for CPL through collaborative SSAT EFA workshops.
- A coaching culture exists as part of a more joined up approach to professional development.
- Access to NPQ and other professional courses at no cost to you.
- A senior or middle leader will support you as your NPQ coach.
- Weekly Staff Bulletin promotes access to free or low-cost quality online courses.
- Learning resources are available to borrow from the Hub.
- Regular CPL 'Marketplace' promotes sharing of our learning and practice.



Student Coaching Opportunities

- All staff – administrative, teaching support, teachers, and senior leaders - are encouraged to be involved in coaching students.
- The commitment is for a minimum of 8 weeks, meeting a student once a week.
- Be a student champion: focus on building student confidence, independence, and resilience
- Free training provided.
- Ongoing support provided by experienced student coaches.
- A non-judgemental, positive, solution-focused approach
- Be part of a large team of coaches supporting each other
- A certificate and formal letter of participation on completion
- A CPD opportunity that offers you the chance to step away from your desk or classroom and share your life skills with a young person who will be feeling the pressure of GCSEs
- Gain confidence and experience in a different role.
- Supports with UPS evidence.



Cycle to Work Scheme

<https://www.cyclescheme.co.uk/>

'...a happier, healthier and more productive workforce.'

"Cyclescheme is the UK's most popular cycle to work benefit... a total cycle-to-work solution..."

Cyclescheme is an **employee benefit** that saves you 25-39% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary by your employer.

You do not have to commute by bike daily to take advantage of this scheme.

How does it actually work? This is a salary sacrifice scheme. You get tax relief on the sum requested when it is deducted from your salary each month to repay us back. Therefore, it will save a higher rate taxpayer over 40%.

You will need to check with the store you buy your bike and accessories from to ensure that they are willing and happy to take the voucher as payment.

You may be able to use this scheme for a bike for your partner or children.

Contact Jon Treasure, School Business Manager, for more information about Cyclescheme.

LOVE TO RIDE

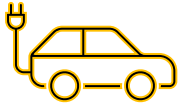
If you want to join the Cyclescheme **Love to Ride** community, follow the links below:

1. Join Cyclescheme and you'll be given the chance to opt-in to join the community or [register](#) for free
2. Enjoy a ride and record it on your profile
3. Earn badges and set goals
4. Invite friends and colleagues to join in the fun
5. Get rewards and win prizes

<https://www.lovetoride.net/>

- **Note: Cyclescheme is no longer capped at £1,000.** Budding commuters can now save on the exact bike, components and accessories they need to cycle to work. So, your Cycle to work benefit is more relevant and accessible than ever! (In June 2019, the Department for Transport updated their cycle to work guidance).





Electric Car Scheme



With the UK government aiming to reduce emissions from vehicles, the popularity of electric cars is growing.

Alford is very much in tune with this and has vehicle recharging points within the Co-op car park and near the Alford Hub so you could easily recharge your car whilst at work or prior to driving home. This could be worthwhile cost saving for staff with longer journeys to work.

This scheme works very much in line with a salary sacrifice scheme that you may be familiar with for Cycle to Work schemes. Basically, you get tax relief on the deduction being taken from your salary and save the cost of the VAT as the school is exempt.

The company we facilitate this through is a firm called [OnTo](#)

If you are interested, and you want to do your bit to save the planet, **contact Jon Treasure (Business Manager) to discuss next steps.**

The ONTO logo is displayed in large, bold, black capital letters. It is centered within a large, semi-transparent teal square that has a soft, blurred edge. The background of the entire page is white, and the logo is the central focus of the lower half of the document.

ONTO

https://on.to/?cat=demand_brand_onto_onto-car-subscription_bmm&gclid=EAlaIQobChMIxemlj-k8AIV74FQBh1qwwFgEAAYASAAEgII0vD_BwE



Sports Facilities



A range of popular and well-established community clubs use our sports facilities; staff and their families are welcome to join. These include exercise classes, martial arts and Alford Town football and cricket. **Contact Jon Treasure (Business Manager).**



Staff Run Club

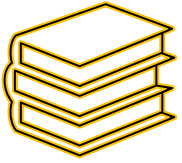
“Every week there is a staff run club. Staff meet in the staff room. Some weeks this will be on the field and some weeks they we will go out and about locally. The distances will vary and we welcome anyone and everyone. There will be several groups for people who wish to go at different paces and we would love to see as many staff as possible join. If it is that some of you want to come and walk a route, then that is also encouraged...”

Fresh air, exercise and chat and a laugh is always needed.” **Contact Jack or Sarah Baxter.**



Socials

End of term social entertainment is regularly organised. **Contact Jack or Sarah Baxter for details about the next planned event.**



Book Swap

The mental health charity Mind reports that at least one in six workers experience common mental health problems, including anxiety and depression. Their research shows that work is the biggest cause of stress in people's lives, more so than debt or financial problems. Find help and support by clicking the link: <https://www.mind.org.uk/workplace/mental-health-at-work/>

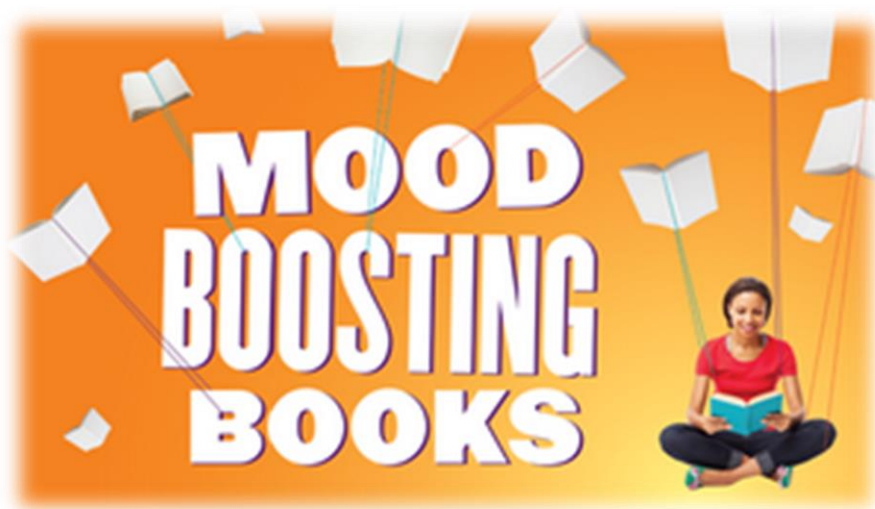
We believe that books are great for wellbeing. **Everyone at JSTC is a reading champion.** Staff can borrow or swap books from the **Hub** (in the English block). There is no charge. There is a wide range of fiction, non-fiction and self-help books available.

'There is a huge evidence base around the value of reading to support health and wellbeing, as well as the value of public libraries as a non-stigmatised space that is both welcoming and empowering for people seeking support.' Reading Well

<https://readingagency.org.uk/adults/impact/research/reading-well-books-on-prescription-scheme-evidence-base.html>

For booklists and uplifting resources from the NHS, please visit the Reading Well website:

<https://reading-well.org.uk/books>





Need to talk?
You're not alone.



Call us. We'll listen.

08000 856 148

[educationsupport.org.uk](https://www.educationsupport.org.uk)

Access your free and confidential support line 24/7