

Roberttown CE (vc) J&I School Governor School Visit Record

Name: Stephen Rochell		Date: 18.11.20
Purpose of visit: The meeting was an initial conversation concerning staff and pupil well being. A huge area which could occupy the whole of the leadership team's strategic thinking.		
Structure/Timetable of the visit: This meeting took place against a background of a national pandemic which has impacted, school leaders, school staff and pupils.		
Key Staff to see:		
Position	Name	
Headteacher	S Laycock-Smith	
Wellbeing Lead	E Baker	
Key Questions/Issues for Governors to explore: The role of the well being governor is "on behalf of the governing body to demonstrate our commitment to supporting the mental health and well being of both staff and pupils." This is one line taken from a four page document. So where to start as a school and as a governor. Our initial conversations highlighted just how much is going on in school concerning wellbeing. Much of this can go unnoticed and sometimes may be taken for granted simply providing, biscuits, tea and coffee, saying thank you or renovating a staff toilet should not be underestimated as ways of valuing others and raising a feeling of self worth. Working effectively can be done from home (not just during a pandemic) and being given control of your time and deciding how and where to spend your PPA time says to professionals you are respected as an individual and have some control over your time. Sam and Emma both spoke about being a team and the strength or relationships between colleagues. They were honest and owned the fact that at times things can be strained between colleagues for many reasons. When asked about the support mechanisms that were available both said how important being able to talk, or let off steam with that key person was and that this was missed because of the group bubbles brought about by covid safe working protocols. Other examples of how staff wellbeing was being supported include ensuring that admin is minimized whenever possible, providing time for assessment and data entry so it is not an additional job. We talked a little about identifying all the wellbeing support being offered and trying to identify those things which were valued and critical to wellbeing, those that were appreciated and effective and those that were less appreciated and possibly less effective.		

This is all individually subjective as we all bear responsibility for our wellbeing and what works for one person may not be effective for another and in any group/team made up of individuals we rely on each others self awareness of how we talk to ourselves as well as how we talk to and relate to others.

Governor's Observations/Evaluation

One final thought there are various tool kits to help evaluate wellbeing. One indicator in evaluation of staff wellbeing at Roberttown J&I School could be the low levels of staff absence.

Any Key Issues Arising for the Governing Body:

I am sure the governing body will consider how the work of all staff at school can be meaningfully affirmed for the way in which they have maintained education and care of their pupils over the last year during this time of national emergency when at times they have been on their knees but have still fulfilled their vocation.

It was obvious from this first conversation that wellbeing is taken seriously and is planned and embedded rather than ad hoc and superficial.

Action Following Governing Body Meeting:

Signed: S Rochell Governor