



Individual and Community Wellbeing

Our approach to individual and community wellbeing is informed by evidence, endeavouring to create the conditions which facilitate the actions people can take in their daily lives to improve their wellbeing, known as the 5 Ways to Wellbeing: connect, be active, take notice, keep learning, and give (New Economics Foundation)

1. CONNECT

Evidence indicates that social relationships are critical for promoting wellbeing and for acting as a buffer against mental ill health.

We have a range of forums and events when staff come together to share ideas and to socialise:

- **Staff retreats**
- **Briefings with biscuits**
- **Community day staff gathering**
- **CPD day community lunches**
- **Autumn quiz night**
- **Wellbeing Wednesdays**

2. BE ACTIVE

Evidence suggests that regular physical activity is associated with a greater sense of well-being and lower rates of depression and anxiety across all age groups. All staff have access to excellent sports facilities that include a fully kitted gym which is available for use both before and after the working day. Induction to the gym are given to all new members and are carried out by our Gym Instructor.

The gym is open to staff only between 07.30-08.30am and 4.45-5.45pm.

The physical wellbeing of staff is important at CTK and we offer the following onsite classes throughout the academic year:

- **Yoga**
- **5- Side Football**
- **Social sporting events at our Wellbeing events**



3. TAKE NOTICE

Evidence suggests that being curious and reflecting on experiences helps to enhance well-being. Continued learning has been correlated with positive effects on well-being, reports of life satisfaction, optimism and efficacy. CTK staff are encouraged to undertake personal study through a range of different routes:

A number of staff study bursaries are available to both support and teaching staff each year to assist with course fees for Masters Degrees or further study. Staff apply for bursaries by the end of May each year and if successful funding of up to £1,000 for each year of a 2-year course is provided. Further study courses have included:

- **MA Theology, St Mary's University**
- **MSc Human Resource Development & Consultancy, Birkbeck**
- **MA Creative and Life Writing, University of London**
- **MA in Leadership, UCL Institute of Education**

Our professional development bursaries scheme supports staff in developing projects or research activities designed to take forward specialist key stage 5 focused teaching and learning.

This is supported by St Mary's University who provide twilight sessions on research methods and sixth form supervisors support individual staff on the programme. The outcomes are then shared each year at the Staff Conference and other CPD events.

Staff Study Bursaries have included:

- **Enrichment and its impact of student achievement**
- **Developing flipped learning as a way of improving attainment in Physics**
- **Creating a mentally safe classroom to raise attainment.**
- **Vocational Education and Employability in a Competitive World**

Staff are encouraged to reflect on their practice and their contribution to sixth form life through our induction and appraisal processes and through reflections on our mission and ethos led by our sixth form Chaplains.



4. KEEP LEARNING

Evidence suggests that the continuation of learning through life has the benefits of enhancing an individual's self-esteem, encouraging social interaction and a more active life. This can include professional or personal development and taking on new responsibilities. Christ the King Sixth Forms are a learning community, committed to fostering a culture that positively supports and reflects its ethos, values and vision by providing opportunities for continuous learning and development of its entire staff.

All members of the sixth forms learning community have an entitlement for access to high-quality induction and continuing support and development both internally and externally from training providers. Staff may take part in CPD as individuals, teams or as a whole sixth form.

CPD opportunities that are available at the sixth forms include:

Our annual staff conference at the start of each academic year with keynote speakers:

- **Dominic Randolf - Educating to build character - How we can explore research findings in the area of character education and unpack the potential of teaching positive habits to build academic achievement**
- **Professor Rob Coe - The impact of educational research – The dearth of key stage 5 specific educational literature and sharing how we as experts are contributing to this field.**
- **Sir Michael Willshaw - The Sixth Form Experience – Investigating what value we add to students**
- **Sir Antony Seldon - Breaking down the barriers to success – prioritising progress for all students**

Our sixth form-wide NQT training programme runs throughout the year. NQTs are supported through their induction year by a mentor – usually a subject co-ordinator or line manager – and progress is overseen by our sixth form Director for NQT/PGCE. The CPD offered to staff across the year aims to update, inform and support staff in developing their professional competencies. Wherever possible, the expertise of existing staff is used to share good practice with others; a considerable number of staff across the sixth forms have contributed to the training.



4. KEEP LEARNING CONTINUED

External speakers are used wherever this is appropriate and where some fresh thinking and a consideration of alternative approaches may be needed. We support staff in applying to take part in sector recognised external leadership courses as well as offering our own internally designed courses which have included:

- Leadership Development for new Senior Leaders
- Leadership Development for Curriculum Directors
- Leadership Development for those new to Pastoral roles
- Leadership Development for those new to Course Co-Ordinator roles

Subject networks were established to strengthen professional communication between staff across the three Christ the King sites. The sixth form has approximately fifteen different professional networks. The networks are made up of like-minded colleagues seeking to develop and exchange professional expertise. They provide a community engaging in dialogue with a shared aim of improvement and excellence. The networks are generally self-steering and led by an experienced member of staff.

5. GIVE

Evidence suggests that mental wellbeing is enhanced when an individual is able to achieve a sense of purpose in society and, thus, contribute to their community. Helping, sharing and giving are likely to be associated with an increased sense of self-worth and positive feelings. CTK places a great emphasis on contribution to the common good, with staff modelling this approach by promoting acts of charity. The sixth form charities are Macmillan Cancer Care, Cafod, For Jimmy, You Touch Africa, Ahotokorum and Deptford Reach. Each Christmas tutors and support staff lead students in building and donating hampers that are distributed to local charities. Every year the sixth forms send hampers to homeless persons' charities. At Easter charitable gifts are donated to local children's hospices and hospitals. Throughout the year staff help students to raise money for charities including Save the Children, Red Nose Day, Children in Need and various disaster relief organisations. Through engagement with the range of charity-based activities and those aimed at supporting and building community, staff model selflessness and a wider appreciation of others.