

# Supporting Headteacher Welfare and Wellbeing

Following an agenda item at a Chairs and Vice Chairs Forum meeting in 2024, Governor colleagues suggested collating current strategies to in place to support Headteacher welfare and wellbeing across Diocesan schools.

Headteacher welfare and wellbeing was subsequently added to the agenda of the termly visits to schools by Diocesan Officers and captured on the standard Note of Visit.

The list below offers examples of how Diocesan Headteachers are currently supported by their governing body:

1. We agree the dates and times of any governor visits to schools in advance, so that governors do not just arrive in school when HTs may have other matters to attend to
2. Governor meetings are scheduled at an appropriate time for school leaders and existing calendar commitments
3. Effective governor meetings:
  - a. Dates and times agreed with HT / SLT
  - b. All papers read by governors in advance
  - c. Agenda adhered to with only Any Other Notified Business
  - d. Review of number of meetings required per year and terms of reference
  - e. Timing of meetings do not proceed beyond agreed finish times
4. Agreed times for the HT to work off-site (focus on strategy / SEF & SDP / staffing / budget etc)
5. HT welfare is a regular agenda item on SIP visits to school
6. Welfare is discussed within one to one discussion with Chair of Governors each term as part of termly meeting with the chair
7. HT welfare and wellbeing is an agenda item for HT Appraisal and interim review meetings
8. School Welfare / Wellbeing Policy includes HT welfare
9. DfE Wellbeing toolkit implemented and includes HT welfare and wellbeing
10. Staff Welfare / Wellbeing working party in school
11. Staff Wellbeing surveys inform governor response to HT & SLT welfare and wellbeing
12. Regular one to one meetings with the CEO
13. LA / Trust offers termly supervision sessions for the HT
14. Governors have purchased a work mobile for the HT
15. CoG offers a genuine listening ear and looks to offer appropriate support in response
16. Peer Coaching is offered
17. Supporting Heads CPD – NW Diocese courses and others