

Wellbeing update 2025

At Godalming Junior School we are committed to providing a setting where all members of staff are supported and are able to fulfil their roles in a thriving setting in order to promote the highest possible standards. - Staff Mental Health and Wellbeing Policy UPDATED Autumn 2024



Background information:

- Sent out 20th January 2025
- 24 questions - 5 that asked people to expand or contribute suggestions
 - 10 more questions than the previous year
 - These included a larger number of questions on support, climate and wellbeing habits
- 16 responses this year
 - 3 less than 2024 with only 2 'non-class based' responses
 - Feedback from less than half of the team

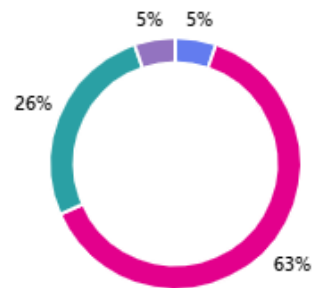


Highlights:

2024:

2. My work has a positive impact on my mental health and wellbeing. (0 point)

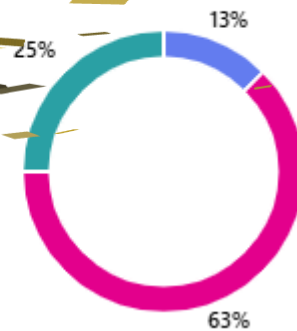
All of the time	1
Often	12
Some of the time	5
Not at all	1



2025:

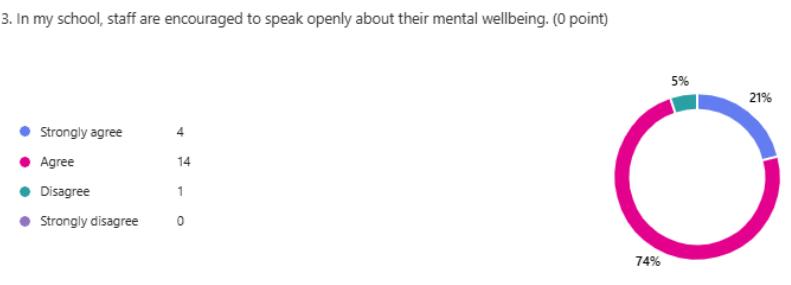
2. My work has a positive impact on my mental health

All the time	2
Most of the time	10
Sometimes	4
Hardly ever	0
Never	0

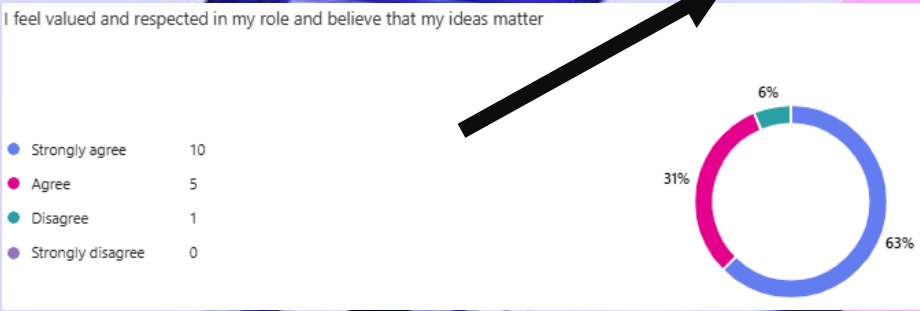
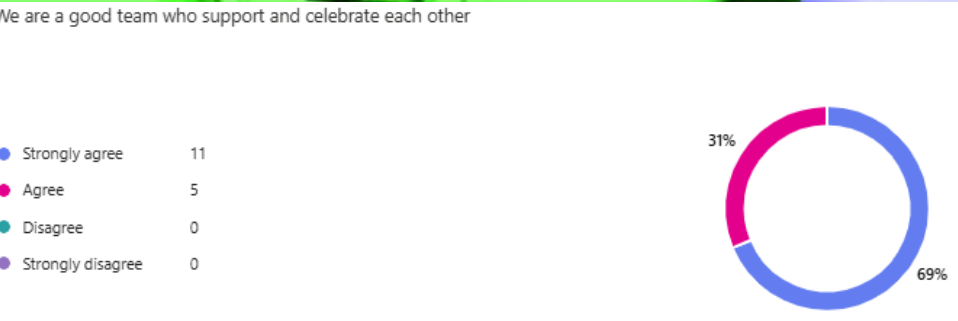


Highlights:

2024:



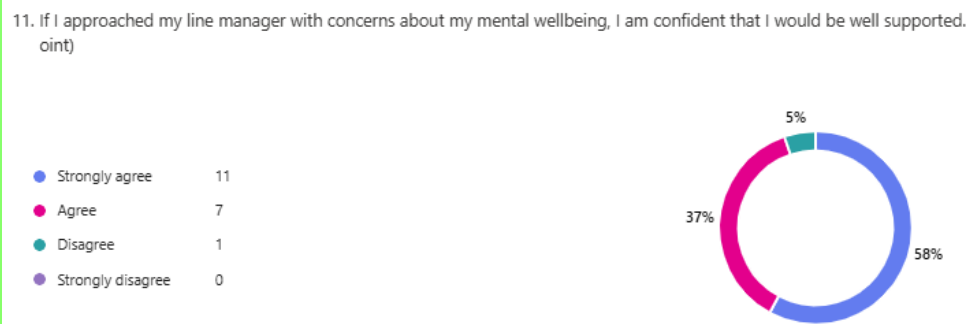
2025:



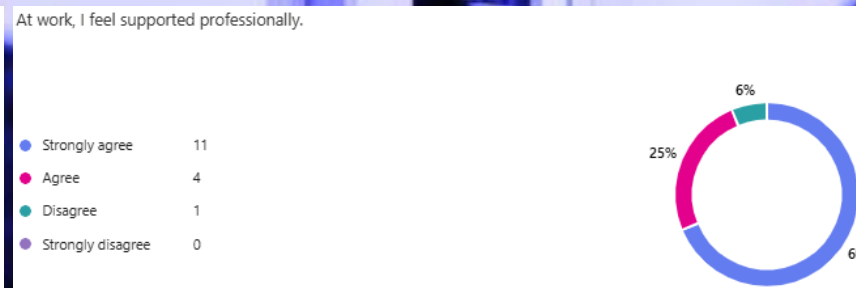
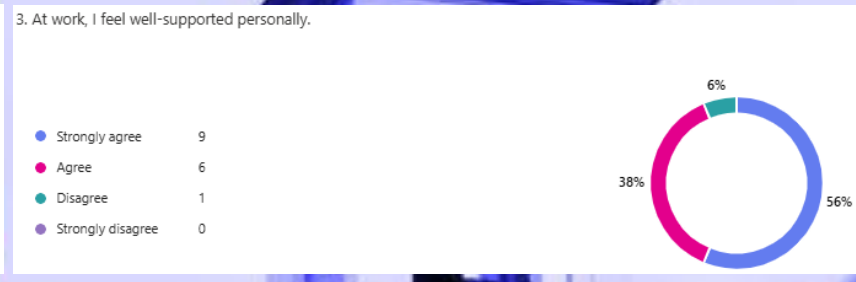
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Highlights:

2024:



2025:



Highlights:

2024:

12. My school senior leadership team takes active steps to support the mental wellbeing of staff. (0 point)



2025:

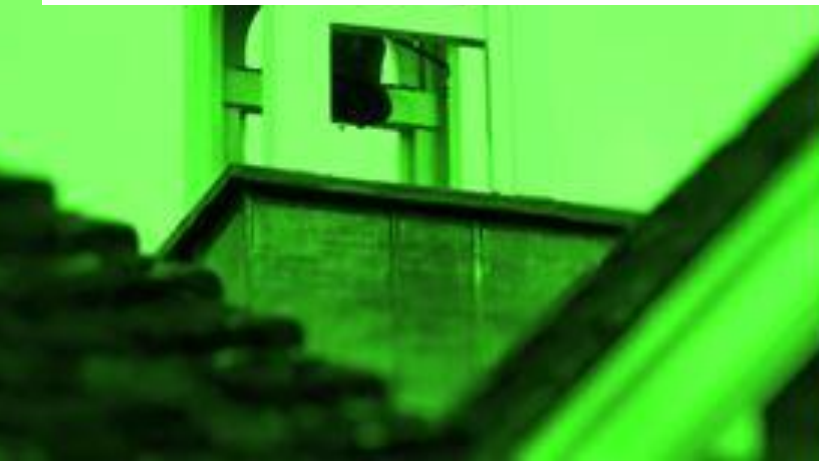
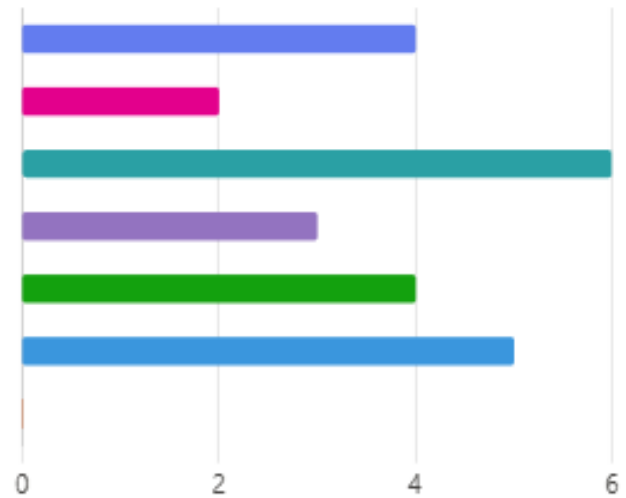
Staff wellbeing is appropriately prioritised by the leadership-team



Highlights:

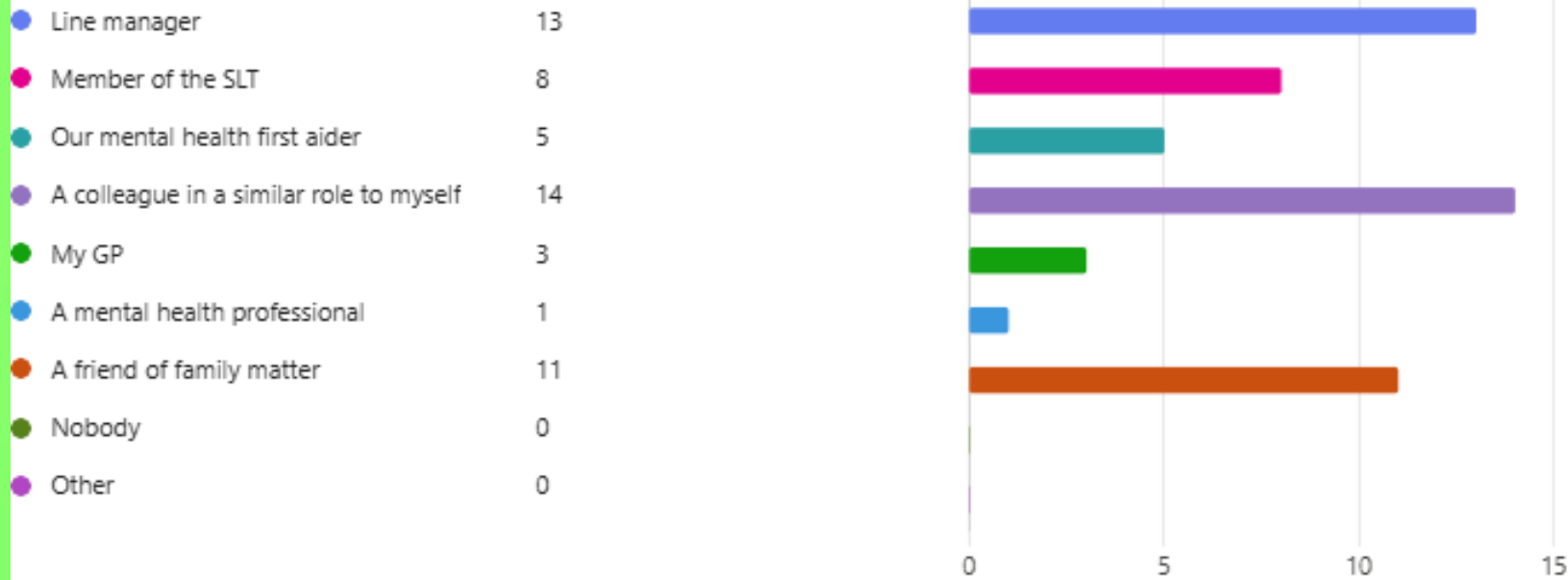
Have the following caused you to feel stressed or unhappy over the last 2 weeks.
(tick all that apply)

Financial difficulties	4
Personal relationship difficulties	2
Parenting issues	6
Caring responsibilities	3
Personal ill health	4
I have not felt stressed or unhappy over the last two weeks	5
Other	0



Highlights:

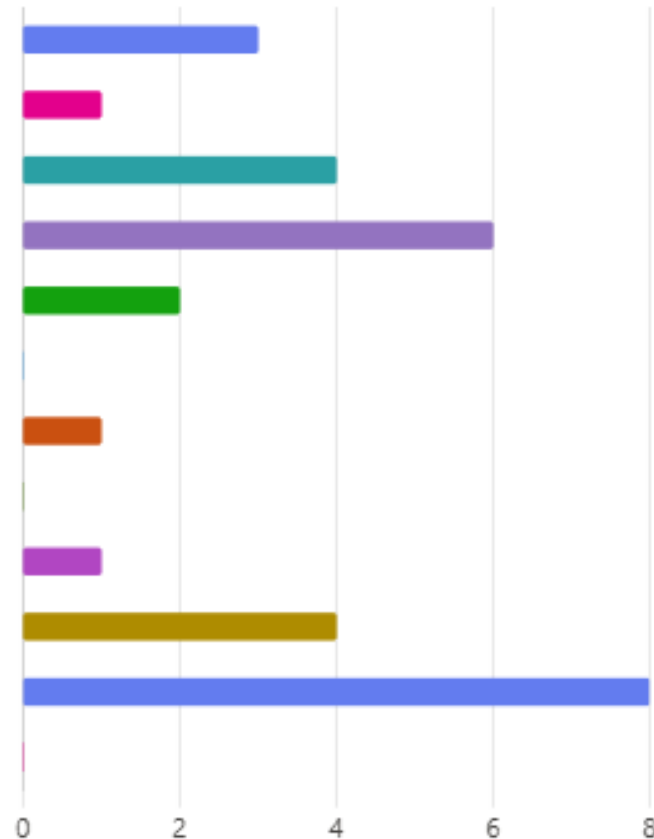
If I feel stressed or worried at work, I would be most likely to seek help from:
(tick all that apply)



Highlights:

Have any of the following caused you to feel stressed or unhappy at work over the last two weeks?
(tick all that apply)

Accountability (including performance, inspections)	3
Planning	1
Marking	4
Maintaining a work-life balance	6
Administrative tasks	2
Relationships with parents	0
Relationship with colleagues	1
Relationship with members of the leadership team	0
Behaviour of pupils	1
Pastoral concerns relation to pupils	4
I have not felt stressed or unhappy at work over the last 2 weeks	8
Other	0



- *Set a boundary and stick to it as much as you can.*
- *As someone to 'kick you out' at a set time and then GO HOME!*
- *Close your door if you've got a mountain of work and don't have the time/space for a chat.*
- *Respect the 'closed door' policy. There are plenty of others around who can help.*
- *Plan out your marking so you're working smarter. Weekly, half termly etc.*
- *You should not be carrying pastoral concerns yourself. Share them with a member of the wellbeing team or SLT.*
- *Remember, you can't do more than your best. Be Kind. To. Yourself!*

You've said, we're *doing*:

Marking policy clearly outlines expectations for marking:

Subject	CT Feedback - Up to 3★'s and a Wish	Peer-Feedback	Self-Feedback	Verbal Feedback
English	Twice	Once	Once	Once
Shared Reading	Once	As required		
Maths	Twice	Once	Once	Once
Foundation Sub.	Twice ½ Termly	At least once ½ Termly	At least once ½ Termly	At least once ½ Termly

Leaders **regularly** clarify this when checking in and encourage staff make **regular, purposeful** use of **peer/self assessment**

Social events now at the end of **each** term!
Mixing up variety of events:

- Bingo
- Drinks
- Simply gathering together

Suggestions for upcoming social events can be suggested to AS/EC.

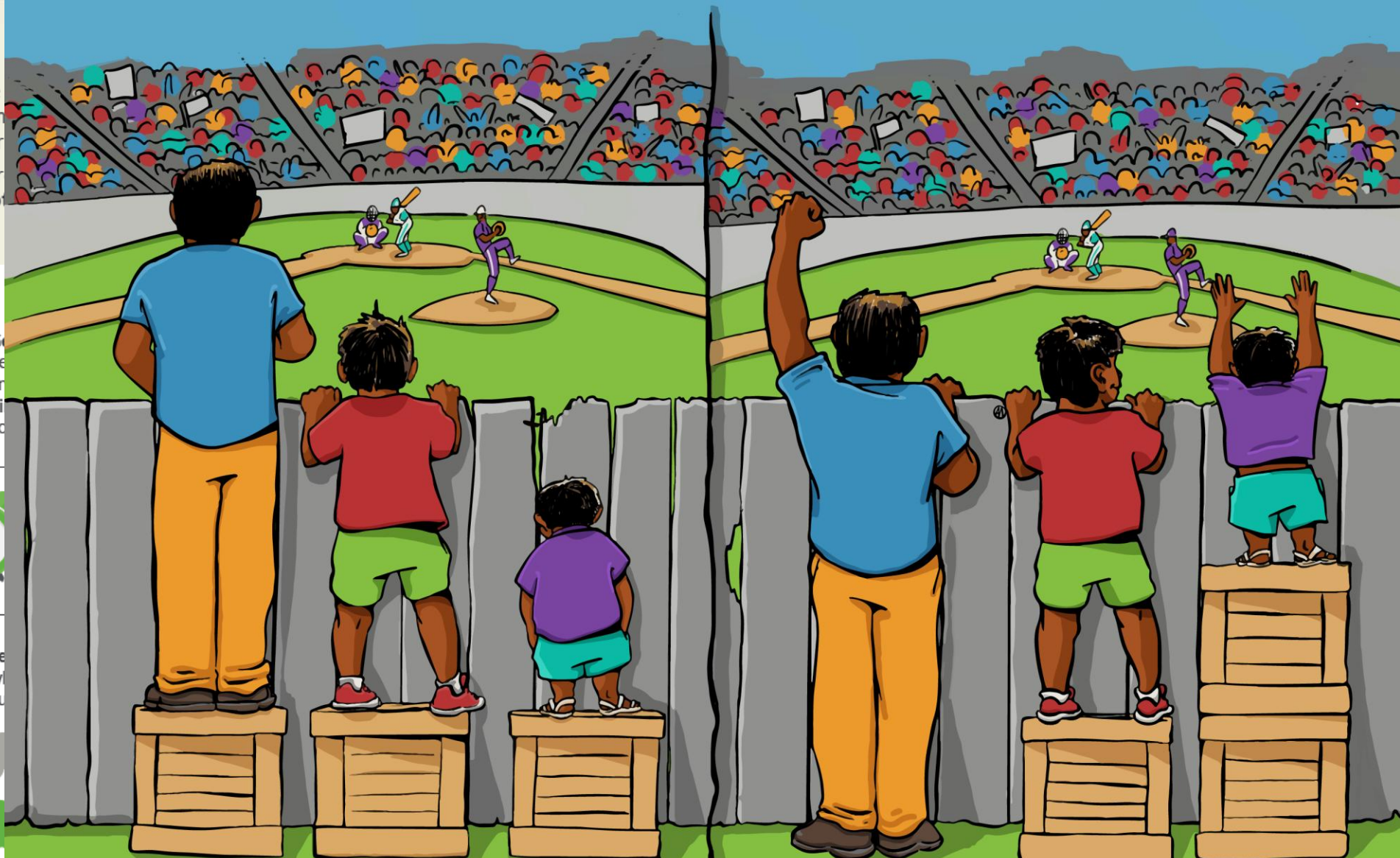
Continuing with Wednesday CPD sessions
in TA meetings

**All staff are welcome to be a part of
this and share their knowledge!**

Staff 'shout out' board!

Any positive message/shout-out is welcome!

Nothing is 'too little', who doesn't love their efforts being notice!



EQUALITY

EQUITY

What we do well:

