

# Validation Report



**Staff Wellbeing Award**

**GOLD**

SCHOOL: Hinchingsbrook School  
ACCREDITATION DATE: 05/Nov/2025



| Benchmark                                         | Comments on impact identified and evidence provided                                                                                                                                                                                                                                                                         |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Make the workload manageable                      | Staff surveys show an improvement in the number of staff who feel that workload is manageable.                                                                                                                                                                                                                              |
| Create a supportive staff community               | Staff feedback shows that most feel that leaders take workload and wellbeing concerns seriously. CPD designed to increase awareness around wellbeing (e.g. menopause training) has been well received by staff.                                                                                                             |
| Create a positive and healthy working environment | There have been increases in the numbers of staff taking part in social and wellbeing activities. Leaders have observed the impact of these on reducing stress and increasing connections between colleagues.                                                                                                               |
| Show staff appreciation                           | Feedback shows that the majority of staff feel appreciated by leaders, colleagues, children and parents. Since the introduction of regular staff shoutouts, greater numbers, including support staff, are attending briefings.                                                                                              |
| Help staff achieve a healthy work–life balance    | Increased capacity in the student services team has seen improvements in both their own wellbeing and student behaviour. Staff are supported to share leadership roles and the majority of flexible working requests are met in full. Consultations around changes to parents meeting arrangements prioritised staff needs. |

| Benchmark                                                    | Comments on impact identified and evidence provided                                                                                                                                                                                          |
|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Coordinate support for staff wellbeing                       | The majority of staff who wish to access wellbeing support in school report being confident about where and how to seek it.                                                                                                                  |
| Support staff personal and professional development          | Line managers report finding appraisal training helpful with regard to further supporting staff wellbeing and, in turn, the majority of staff report finding line management processes helpful.                                              |
| Give teachers more professional control over decision-making | In response to significant numbers of staff asking for more input to new initiatives, the school has introduced focus groups to discuss T&L and other areas. The majority of staff report feeling appropriately involved in decision making. |

| Benchmark                                         | Evidence files                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Make the workload manageable                      | <u><a href="#">1. Reschedule the school calendar to avoid pinch points of excessive demands on staff.pdf (312.18 KB)</a></u><br><u><a href="#">2. Review your school marking policy to reduce staff workload.pdf (76.83 KB)</a></u><br><u><a href="#">3. Reduce the frequency and quantity of data .pdf (1.29 MB)</a></u> |
| Create a supportive staff community               | <u><a href="#">1. Encourage staff to talk openly about mental health and</a></u><br><u><a href="#">2. Enable staff to raise concerns.pdf (748.02 KB)</a></u><br><u><a href="#">3. Develop a sense of working together for a shared purpose.pdf (933.04 KB)</a></u>                                                        |
| Create a positive and healthy working environment | <u><a href="#">1. Create a wellbeing team and budget to coordinate social events.pdf (1.16 MB)</a></u><br><u><a href="#">2. Organise mindful activities for staff.pdf (808.76 KB)</a></u><br><u><a href="#">3. Set up staff clubs and interest groups.pdf (327.23 KB)</a></u>                                             |

| Benchmark                                                    | Evidence files                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Show staff appreciation                                      | <a href="#">1. Introduce a staff 'shout out' board.pdf (3.43 MB)</a><br><a href="#">2. Organise wellbeing gestures to show staff appreciation.pdf (1.11 MB)</a><br><a href="#">3. Review the benefits that your school can offer staff.pdf (530.86 KB)</a>                                                                     |
| Help staff achieve a healthy work–life balance               | <a href="#">1. Reduce the impact of parent teacher meetings on work life balance.pdf (228.74 KB)</a><br><a href="#">2. Create flexible working opportunities for staff with care-giving responsibilities.pdf (147.00 KB)</a><br><a href="#">3. Create a communications protocol to mitigate email overload.pdf (421.50 KB)</a> |
| Coordinate support for staff wellbeing                       | <a href="#">1. Nominate a wellbeing governor to support staff wellbeing across the school.pdf (235.84 KB)</a><br><a href="#">2. Signpost services that support staff mental health.pdf (1.06 MB)</a><br><a href="#">3. Provide access to counselling services for staff.pdf (490.65 KB)</a>                                    |
| Support staff personal and professional development          | <a href="#">1. Provide dedicated staff training on mental health and wellbeing.pdf (835.72 KB)</a><br><a href="#">2. Provide opportunities for career development.pdf (189.82 KB)</a><br><a href="#">3. Include staff wellbeing in appraisals.pdf (339.12 KB)</a>                                                              |
| Give teachers more professional control over decision-making | <a href="#">1 and 3 communicating with staff.pdf (438.71 KB)</a><br><a href="#">2. Increase staff responsibility for teaching and learning.pdf (1.18 MB)</a>                                                                                                                                                                   |

### Overall comments

Leaders are mindful of staff wellbeing and have made significant efforts to improve it, taking care to engage directly with staff regarding the changes that they would find helpful.

### Areas for further development

The evidence submitted for the Award focused primarily on provision rather than its impact. Going forward, concentrating on examples of impact (including those suggested in the guidance and, in particular, identifying specific benefits resulting from different initiatives ) should enable the validator to identify more and greater levels of improvement resulting from the school's actions.

#### Validator recommendation

Recommendation status: I recommend that the school is accredited for this award