



Bromley Schools' Collegiate Policy Document

Policy Name	Wellbeing Policy
Date of Last Review	September 2025
Date of Next Review	September 2026
Reviewed Annually by	Consortium Management Board

Wellbeing Policy for Trainee Teachers and Staff

1. Purpose and Scope

This policy outlines the commitment of Bromley Schools' Collegiate to promote and protect the wellbeing of all trainee teachers and staff involved in Initial Teacher Training (ITT). It applies to all accredited ITT programmes and partnerships, including lead partners and placement schools.

2. Policy Statement

We are committed to fostering a supportive, inclusive, and mentally healthy environment where trainees and staff feel valued, respected, and empowered to thrive professionally and personally. This policy supports compliance with the Equality Act 2010 and reflects the standards outlined in the 2025 ITE Inspection Toolkit.

3. Key Principles

- **Inclusion and Equity:** We champion equality and diversity, ensuring all trainees and staff feel welcomed and valued regardless of background, identity, or personal circumstances.
- **Supportive Culture:** We promote a culture where individuals feel safe to disclose personal needs and access support without stigma.
- **Proactive Wellbeing Measures:** We take deliberate steps to identify and reduce barriers to learning and wellbeing, including for those with SEND, mental health challenges, or other vulnerabilities.
- **Collaborative Responsibility:** All stakeholders—including leaders, mentors, and placement schools—share responsibility for wellbeing.

4. Wellbeing Commitments

For Trainees:

- Provide access to internal and external wellbeing support services.
- Ensure reasonable adjustments are made for trainees with disclosed needs.
- Maintain continuity of support across training and placement settings.
- Offer regular opportunities for feedback and act on concerns raised.
- Embed wellbeing and personal development into the ITT curriculum.

For Staff (central and school-based):

- Promote a healthy work-life balance and manageable workloads.
- Provide access to professional development focused on mental health and wellbeing.
- Encourage open dialogue and peer support networks.
- Ensure staff are equipped to support trainee wellbeing effectively.

5. Leadership Responsibilities

Leaders and those overseeing the ITT provision will:

- Systematically review and enhance wellbeing support systems.
- Monitor the impact of wellbeing initiatives and adjust accordingly.
- Promote diversity and inclusion across all aspects of provision.
- Share best practices internally and externally to support sector-wide improvement.
- Consider and monitor the workload of staff with respect to the developments in the programme, administration and course requirements.

6. Evaluation and Continuous Improvement

This policy will be reviewed annually in line with updates to the ITT Inspection Framework. Feedback from trainees, staff, and inspection outcomes will inform ongoing improvements.

Monitoring mechanisms

- Course committee meetings
- Termly feedback surveys for stakeholders

Support mechanisms

- All trainees have access to an Employee Assistance Programme paid for by BSC
- Weekly training plans have a reminder and checkbox for a discussion about the wellbeing of the trainee
- Mentors have local Senior Mentors and the central team as a point of contact to discuss any emerging issues
- Weekly Zoom drop-ins for trainees, mentors and Senior mentors