# The Federation's pledge to it's staff is to:

**Make our Mental Health and Well Being a priority**

- Promote an open and understanding culture in order to tackle mental health stigma.
- Consider our legal duties to control risks associated with work related stress in our organisation, so far as is reasonably practical.
- Channel appropriate support to those roles known to have significant emotional related components. Promoting benefits that sensitive pastural support has and raising awareness of routes to specialist support.

**Support us to take responsibility for our own and each other's wellbeing**

- Promote an understanding of the dimensions of wellbeing. Including mental health, financial wellbeing and physical wellbeing.
- Know where to access appropriate guidance, support and tools, actively use them and encourage each other to use them.

**Provide leaders at all levels with what is needed to support themselves and their teams**

- Have access to focused CPD, tools and resources.
- Have knowledge of clear routes for seeking further support.

**Promote and encourage our Communication Policy and Practice**

- Have clear guidance for both internal and external partners in relation to remote and out of hours working. Including personal preference flexibility.

**Create a safe environment where our voice is heard and valued**

- Engage in and value "Our Voice" opportunities.
- Listen to the voice of others including the wider range of partners.

**Consider workload implications in all aspects of our work**

- Proactively avoid unnecessary workload for each other.
- Actively make use of available tools i.e. Workload Reduction Toolkit to support our pledge.

**Champion a supportive culture around flexible working and diversity**

- Adopt a supportive approach recognising that flexible working is key to protecting and enhancing personal wellbeing.
- Actively promote diversity and tackle discrimination.

**Create a calm, safe and positive environment**

- Work together to maintain an environment where we are allowed to support and teach and learners to learn.
- Have a shared understanding of and commitment to encouraging, rewarding and challenging what we "want to see" and what we "don't want to see".

**Seek out opportunities to support professional and personal development**

- Be able to consider and access CPD without it adversely impacting on our own or other people's workload.
- Where appropriate, align our CPD activity to relevant and appropriate professional standards.

**Contribute to Reviewing, Evaluating and Adapting our Pledge**

- Measure and evaluate using recognised tools and metrics, be transparent about results and hold ourselves accountable.
- Monitor trends over time and use the information to inform future practice.
- Work in real partnership with internal and external partners to shape future developments.