

Diocesan Education Service Staff Formation and Wellbeing Charter

Through this charter, we strive to nurture the holistic development of all staff, fostering their spiritual, intellectual, emotional and physical wellbeing in accordance with our Catholic faith.



‘Love one another as I have loved you’ John 13:34

The charter:

- was created by the Diocesan Education Service’s People Strategy working party to highlight staff wellbeing in our Catholic MACs and schools
- is a tool for MACs and schools to create and publicly commit to their own wellbeing strategies
- is a declaration to protect, promote and enhance the wellbeing, formation and mental health of everyone working in Diocesan education establishments
- includes commitments on CSI inspections
- sets out principles of shared understanding on the meaning and importance of wellbeing and everyone’s roles and responsibilities
- sends a message to everyone working in diocesan MACs and schools that their wellbeing and mental health matters
- aims to improve wellbeing in diocesan MACs and schools by encouraging debate and accountability

The DES will:

Build upon the opportunities that are available for staff formation and reflection.

Integrate wellbeing into DES’s approach to policy development, considering the impact of changes on staff formation and wellbeing.

Measure and respond to changes in staff formation and wellbeing by tracking trends across our MACs and schools and build this into MAC and school monitoring processes.

Support our MACs and schools to work with national bodies to remove unnecessary burdens.

Ensure that any DES guidance meets the formation and wellbeing needs of our MACs and schools.

Champion equality of opportunity and eliminate discrimination.

Build wellbeing and mental health into our strategy on recruitment and retention.

Include mental health and wellbeing in our training and professional development programmes.

Review progress made against our commitments in 2025 through consultation with staff in our family of schools.

Place the development of strong working relationships as a firm foundation in our strong and flourishing Catholic MAT framework.

Ensure that CSI inspectors take staff wellbeing into account when conducting inspections.

Consider timings of CSI inspections to reduce unnecessary burdens on schools.

Continue to clarify expectations around inspections in order to reduce unnecessary burdens.

Commit to the following in developing our approach to Catholic MATs:

Becoming part of a strong CMAT that provides the very best Catholic education for all children:

We (the Diocese) will:

Listen, be open, honest and friendly

Review the MAC vision as part of a synodal journey so that all schools are vibrant communities of faith

Support you and your interests as a member of a strong Catholic trust

Ensure that subsidiarity is celebrated as a means to achieve Canon Law

Facilitate the sharing of best practice

Formulate a people strategy with wellbeing and workload as key pillars to support all our staff, governors and directors

Support Boards so that all estates are fit for purpose

Hold CMATs to account through a comprehensive review process

You (school leaders) will:

Listen, be open, honest and friendly

Support the Archbishop's vision as a member of a strong Catholic trust that is committed to CST

Work co-responsibly in vibrant communities of faith as part of a strong Catholic Trust

Facilitate the sharing of best practice so that subsidiarity is celebrated

Ensure wellbeing and workload matters are considered in all aspects of school life so great staff are retained and supported as part of the diocesan people strategy

Support Boards so that all estates are fit for purpose

Catholic MACs and schools will:

Respond positively to the charter by prioritising staff mental health.

Use the strong Catholic workforce pillar of the Catholic MAC framework to evaluate itself on staff formation, development and wellbeing.

Give staff the support they need to take responsibility for their own and other's wellbeing.

Give sufficient resources to support the wellbeing of their staff.

Establish a clear communications policy.

Give staff a voice in decision making.