

Health and Wellbeing

We place a great deal of importance on staff and student mental health and wellbeing at IVC. The leadership team has committed to challenge the stigma surrounding mental health in the workplace by signing the Time to Change Pledge and has joined over 700 organisations including FTSE 100 companies, government departments and leading retailers. In addition to this commitment IVC is also working to achieve the Gold Award in Schools Mental Health and Wellbeing awarded by the Carnegie Centre of Excellence and Leeds Beckett University.

What will these commitments mean for you as a member of staff at IVC? Well, here is a summary of many of the changes over the past 2 years to promote wellbeing in the workplace:

- Reduction in duties for staff – no staff leading detentions after college
- Annual staff survey with clear evidence of improvements in culture and workload over the previous 3 years
- Clear marking guidelines balancing impact versus effort and marking levels
- Reduction in lessons observations – one per year so long as climate walk and marking reviews meet Impington Experience
- Reduction of FTE from 44 periods per fortnight to 43
- Fully costed directed time budget with great balance on faculty time and planning
- Early close on the Friday of each half term
- Wellbeing Directory – range of wellbeing activities for staff to sign up for that take place across the year
- College Coffee mornings – extended break once per half term with SLT covering duties whilst staff enjoy coffee, tea, cake and fruit in the Carnegie room
- Mental Health Champions – staff tasked with supporting colleagues as a point of contact to all staff (more details to follow in September)
- On site gym – and we encourage you to visit the gym in your NCT if it is inconvenient to do so after college

There are sure to be many more activities and events over the next academic year so make sure you find out what is going on and take part whenever you can.