**Staff Wellbeing**

There is a strong commitment to staff wellbeing and good mental health at Marlborough. We have two mental health and wellbeing leads. Both are trained mental health first aiders and are available to contact to discuss any personal concerns or concerns about colleagues. Throughout the year we hold be many initiatives, fundraisers and awareness raising events regarding wellbeing.

**Staff Employee Assistance Program**

This service is provided by Legal & General and offer the following services -

* Telephone support
* Structured counselling
* Online Cognitive Behavioural Therapy (CBT
* Bereavement support
* Legal information service
* Online support
* Health Risk Assessment (HRA)

**Staff Benefits**

* Staff Pension Scheme – Teacher Pension Scheme and Local Government Pension Scheme
* Onsite Counsellor
* Wellbeing Improvement Sessions – Inhouse
* Occupational Health – Commitment to physical health
* Strong supportive and embedded systems to help induction or day to day challenges and triumphs
* Reward & Recognition Scheme
* Regular Inset Training Sessions
* ‘’Thank you’ Fridays
* ’Bacon Butty’ Fridays in December
* ‘Buddy’ Initiative
* Wellbeing Inset days
* Fair & compassionate responses (If needed)
* ‘Lived Experience’ talks and discussions