



Welcome & Updates

Dear Colleagues,

I am delighted to welcome you to the very first edition of our WNAT Staff Wellbeing Newsletter. At West Norfolk Academies Trust, we know our schools thrive because of the dedication and care of our staff. Your wellbeing matters — not only for your own health and happiness, but because it helps us all give the very best to the children and young people we serve.

This monthly newsletter will share practical tips, resources and opportunities to support your mental, emotional and physical health, while celebrating the positive work happening across our Trust to build a culture of care and connection.

Thank you for everything you do every day. I hope this newsletter becomes a useful and uplifting resource as we continue to make WNAT a place where everyone feels valued and supported.

With warm regards,

Andy Johnson, Chief Executive Officer, West Norfolk Academies Trust



Staff Wellbeing

As the nights draw in and the pace of the term picks up, it's natural to feel your energy dip. The combination of darker days and busier weeks can take its toll, so this month is about small, steady habits that help us feel grounded and well.

Make the Most of Daylight

Try to get outside whenever you can — even five minutes of fresh air before school or during break makes a difference. Daylight helps regulate mood and energy, so open blinds early and, if possible, move meetings or duties near windows.

Keep Moving

Movement boosts energy and focus. Try a short walk around the playground, gentle stretches in the classroom, or simply standing to teach for a few minutes. Every little bit helps.

Rest and Recharge

Evenings feel shorter now, so give yourself permission to rest. Protect your bedtime routine, set your phone aside a little earlier, and aim for a calm end to the day. A good night's sleep makes the next morning easier.

Connect and Be Kind

This time of year can feel heavy for many, so look out for colleagues. A kind word or shared coffee goes a long way. Taking time to connect builds a sense of belonging and helps everyone feel supported.

Wellbeing Contact Numbers

Your wellbeing matters. If you're feeling overwhelmed, stressed or simply need someone to talk to, help is available:

Education Support—A free, confidential helpline for anyone working in education.

Call: 08000 562 561 (24/7) ~ Website: www.educationsupport.org.uk

Mind (Mental Health Charity) - Resources, tips and support for managing stress, anxiety and low mood.

Infoline: 0300 123 3393 ~ Website: www.mind.org.uk

Quote of the Month

“Kindness is like snow — it beautifies everything it covers.” — Kahlil Gibran

December invites reflection and gratitude as we reach the year’s end. Amid the festive busyness, take a moment to pause, appreciate one another, and recognise how small acts of kindness can brighten even the darkest days.

Upcoming Events & Dates

1st - World AIDS day

2nd - Giving Tuesday

3rd - WNAT Xmas Carol Concert

5th - Volunteers Day

10th - Human Rights Day

11th - Christmas Jumper Day

14th - Hanukkah begins

19th - Break up for Christmas

20th - Festival of Winter Walks

Savings & Discounts

Don't forget to take advantage of your educator discounts! Sign up using your work email address for exclusive access to free and discounted live events.

<https://teachers.ticketsforgood.co.uk>

TICKETS FOR TEACHERS

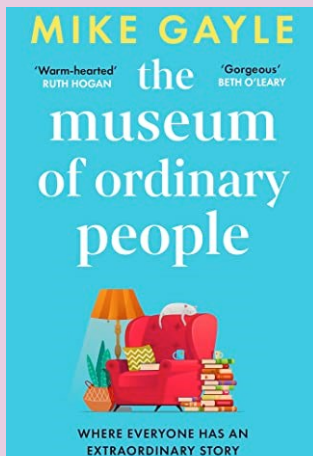


Book and Film Suggestions

Book: The Museum of Ordinary

People by Mike Gayle

A heart-warming story about grief, memory and finding meaning in the everyday. Honest, comforting and uplifting, perfect for December reading. As a young woman uncovers forgotten belongings, she learns that letting go can help her move forward.



Series: Death Valley (BBC 1)

A witty six-part crime mystery set in South Wales, where retired actor John Chapel and DS Janie Mallowan team up to solve a murder. Starring Timothy Spall and Gwyneth Keyworth — clever, charming and perfect for a winter binge.



Diversity

Hanukkah (14–22 Dec) - The Jewish Festival of Lights celebrates dedication, hope and resilience. Families light the menorah each night, share traditional foods such as latkes and doughnuts, and spend time together. A lovely opportunity to talk with pupils about faith, perseverance and the power of light in dark times.

Christmas (25 Dec) - Celebrated by Christians around the world, Christmas marks the birth of Jesus and is also a wider cultural celebration of kindness, generosity and togetherness. Schools often mark the season with concerts, collections and community events — a reminder of shared values of care and compassion.

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