

Eirias Primary Cluster



51. Staff Wellbeing Policy

2022-2023

Policy Valid until Spring 2025

For and on behalf of the

Board of Governors:

Headteacher:

Date:

Rationale

Good staff wellbeing is essential for cultivating a mentally healthy school, for retaining and motivating staff and for promoting pupil wellbeing and attainment.







The term 'wellbeing' can be used to describe our holistic health, including our physical, mental and emotional health. When we have good levels of wellbeing we feel that life is in balance and that we can generally cope well. We feel motivated and engaged and are able to show resilience from life's challenges.

School staff have to manage a multiple of tasks and demands, so a focus on staff wellbeing is essential. Taking good care of staff both emotionally and practically is a priority in St Joseph's Catholic Primary School

Aims of the policy

- 1 To develop a healthy, motivated workforce who are able to deliver a high-standard of education to pupils.
- 2 To help ensure that our school promotes the health and wellbeing of all staff members, recognising the impact work can have on employees' stress levels, mental and physical health.
- 3 To recognise that excessive hours of work can be detrimental to staff health and effectiveness and to agree on flexible working practices where possible without damaging opportunities for pupils to succeed.
- 4 To communicate the importance of a work-life balance to all staff, and to ensure that all policy updates are communicated regularly.
- 5 To respond sensitively to external pressures which affect the lives of staff members.
- 6 To provide staff with training to deal positively with stressful incidents, and provide them with a sense of confidence to deal with emergencies via training.
- 7 To improve staff development, co-operation and teamwork by creating effective leaders.
- 8 To make staff members aware of the channels which can be used to manage and deal with stress or work related health and wellbeing issues.

Good staff wellbeing and the impact on school

-  Positive impact on pupils, including educational outcomes, as both staff and children are more engaged.
-  Increased productivity of staff members.
-  Reduced absences from work in relation to sickness (both short term and long term).
-  Staff being able to manage stress better and develop healthier coping strategies.
-  Improved job satisfaction, which can support retention.
-  Staff feeling valued, supported and invested in.

What supports staff wellbeing

Specialist Support

- Carefirst
- Referrals to occupational health
- Education Support Partnerships

Targeted Support

- Supervision/Mentoring
- Wellbeing check in meetings
- Wellbeing events

Universal Support

- Staff wellbeing policy.
- Team planning and monitoring
- Dedicated staff room.
- Drop in sessions for any concerns – the door is always open.
- Culture of no blame and stigma for mental health needs of school community.
- Limit the time of staff meetings and regularity.
- Clear communication pathways with staff.
- Consult with staff about changes and encourage feedback and involvement in the processes.
- Ensure regular positive feedback is given.

Procedures for handling issues of wellbeing

- ✚ The Senior Leadership Team (Headteacher, Deputy Head, and other managers) must encourage the creation and maintenance of an atmosphere where all staff members feel comfortable asking for help or raising concerns. The Senior Leadership Team should be sensitive to any problems which may cause the employee stress-related issues and should act in a professional, fair, consistent and timely manner when a concern arises.
- ✚ Where additional, professional advice is required, the school has contacts with Occupational Health Professionals and Human Resource experts and these avenues should be utilised.
- ✚ Where necessary, staff should be encouraged to use the confidential counselling service through Carefirst. This service provides staff with serious concerns to obtain advice and support outside of the workplace.
- ✚ The school will provide support to any employees facing high-levels of stress in the workplace, as well as other work-related issues which are having/have the potential to have

negative impacts on the staff member's health and wellbeing. The various options for dealing with such issues should be discussed with staff members where appropriate. In some cases, this may include external support such as the teacher helpline or support from the Local Authority e.g. counselling.

- ✚ During this time, the school will ensure that at all times the staff member's privacy and dignity is respected. This means maintaining confidentiality, upholding the employee's rights and dealing with the employee with tact and sensitivity.

Looking After Your Own Wellbeing

Research indicates that taking the following steps can be important in the promotion and maintenance of mental wellbeing.


1. Knowing personal limits and having ability to say 'no' when necessary. This helps you to have more balance in life and will enable you to take better care of others.
2. Identifying supportive people that you have in your life. If you would like to increase your support networks then you might consider taking up new hobbies or activities. You can also speak to a professional for more support.
3. Talking. There are times when challenging situations affect us emotionally. If you have had a difficult day at school, try to speak to someone before you leave school as this can then help you to process how you are feeling, ask for support and separate your work and home life.
4. Being flexible around change. Even with the best plans, sometimes unexpected events or situations occur. Our ability to accept change and plan and adapt can help us to manage any potential feelings of stress and anxiety and cope better overall.
5. Self-compassion. If you take some time to stop and reflect on the thoughts in your head, are positive or critical? Once you have identified any negative thought, you can begin to introduce more positive thoughts and 'turn the volume down' on the critical voices.

Where to find additional advice and guidance

 Schools in Mind <https://www.annafreud.org/schools-and-colleges/>

 <https://www.mentallyhealthyschools.org.uk/>

 <https://www.educationsupportpartnership.org.uk>

 NHS – Five steps to mental wellbeing