



Staff Well Being Statement

St Peter's recognises its responsibility for the health, safety and welfare of its employees, and understands that wellbeing and performance are linked. We are committed to fostering a culture of co-operation, trust and mutual respect, where all individuals are treated with dignity, and can work at their optimum level.

It is recognised that work-related stress has a negative impact on employees' wellbeing and that it can take many forms, and so needs to be carefully analysed and addressed at an organisational level.

At St Peter's we are committed to the following:

- Create opportunities for employees to discuss concerns, and enable employees to do so in a supportive environment
- Provide an Employment Assistant Programme (EAP) which offers a free 24hour counselling service.
- Pay attention to any indication of changes in performance or behaviour in employees, and promote sympathetic alertness to employees who show signs of being under stress
- Follow agreed procedures when there are concerns or absence due to work related stress and other mental-health problems
- Ensure that while staff are absent contact with them is maintained and that a return-to-work policy is established in the workplace that is supportive of employees
- Provide Occupational Health support to employees where appropriate
- Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible
- Carefully plan and agree work-life balance solutions including flexible working practices where possible and appropriate
- Ensure that the right people are recruited to the right jobs and that a good match is obtained between individuals recruited and job descriptions/specifications
- Manage pressures which may affect employees, including the impact of workload pressures, and anticipate likely problems, taking action to reduce the effects of these pressures where possible

We ask Employees to:

- Take responsibility for managing their own health and wellbeing, by adopting good health behaviours (for example in relation to diet, exercise, alcohol consumption and smoking) and informing the organisation if they believe work or the work environment poses a risk to their health.

- Treat in confidence any health-related information disclosed by an employee during discussions with managers or the occupational health service
- Seek support or help when they think they are experiencing a problem at the earliest opportunity to ensure effective strategies can be implemented
- Act in a manner that respects the health and safety needs of themselves or others whilst in the workplace
- Assist in the development of good practice and ensure that they do not, through their actions or omissions, create unnecessary work for themselves or colleagues
- Treat colleagues and all other persons whom they interact with during the course of their work with consideration, respect and dignity

