



**ST PETER'S SCHOOL
STAFF WELLBEING POLICY**

Date Reviewed: June 2024

Date of Next Review: June 2026

Reviewer: Assistant Head Teacher (Anni Matthew) and Rachel Boyall

Date ratified by Governing Board: 4th July 2024

Document Control		
Edition	Issued	Changes from previous
1	June 2022	New policy
2	June 2024	Adding further support mechanisms to Appendix A

Policies/Documents referred to in this policy	Post holders/Persons named in this policy
<p>This policy links to other school policies on: Student Wellbeing Policy</p> <p>Legislation referred to: Health and Safety at Work Act 1992 Mental Health and Behaviour in Schools (DfE 2018)</p>	<p>Anni Matthew: DMHL and DSL</p> <p>Line Managers</p> <p>HR</p> <p>In school counsellor – Mel Chubb</p>

The wellbeing of professionals working within at St Peter's School is of paramount importance. Staff are the most important resource schools have when it comes to delivering a high-quality education. Without a personal sense of wellbeing, it is difficult to nurture wellbeing in others.

Employers have a legal "duty of care" towards employees (The Health and Safety at Work Act 1992) which requires them to manage and safeguard the physical and psychological wellbeing of their staff. Wellbeing at work is therefore essential if we are to reach our best potential and help students to do the same. There is a definite correlation between positive staff, student achievement and a school's continued improvement (DfE: 2018).

St Peter's School understands that managing staff wellbeing and promoting a healthy work-life balance will help attract and retain the calibre of staff needed for an outstanding education system.

Supporting the wellbeing of staff will:

- Reduce staff absenteeism and turnover,
- Develop a more motivated workforce with high morale, able to deliver a challenging, education for our students,
- Improve teamwork, staff development and co-operation,

- Recognise that excessive hours of work can reduce staff effectiveness,
- Provide positive role models for students.

Work-based stress can have a significant impact on staff wellbeing and in turn impact on student outcomes. It is therefore important that schools do what they can to monitor work-based stress and create opportunities for stress reduction where possible.

To support positive wellbeing in staff, St Peter's School will:

- Identify the main challenges to staff wellbeing by gathering appropriate evidence on the main drivers of stress within the school. This will be done through an annual wellbeing and workload questionnaire completed by all staff.
- Where workplace stressors are identified, suitable risk assessment should be undertaken to help eliminate the stress or control the risks from stress. This may be done through a referral for an Occupational Health Assessment.
- Clearly signpost sources of support available to all staff. For instance, helplines, websites or other information on improving wellbeing are all signposted in staff toilets, the staff work room and on the wellbeing board outside of the main hall.
- Clearly signpost routes to accessing more specialised or targeted support such as counselling, coaching and/or supervision available to staff. Line-managers will have training and support in how to refer a member of staff where appropriate.
- Create suitable opportunities for staff to discuss their wellbeing regularly with a line manager (or suitable member of staff).
- Create forums in the form of the Wellbeing Group to allow staff to discuss wellbeing issues in the school and suggest possible solutions.
- Create opportunities for appropriate professional development to ensure that staff feel competent in the work that they do.
- Encourage staff to take responsibility for their own work and effectiveness as a means of reducing their own stress and that of their colleagues.

Senior Leaders in schools should be aware of how they model positive behaviour to manage workload and work-related stress and how this can feed into the overall school ethos and culture. For example by: creating opportunities to discuss wellbeing in line-management meetings; and collaborating with staff on strategies to manage workload reasonably.

St Peter's School has also developed staff wellbeing through:

- Providing up-to-date job descriptions, with duties and responsibilities relating to individual staff roles clearly identified
- Paying attention to the physical working environment. Ensuring that site issues are resolved where possible and that staff have a space to recuperate.
- Offering staff the option to participate in wellbeing activities through our Chooseday sessions e.g. sport, creative and social activities.

- Engaging with staff to create constructive and effective working partnerships both within teams and across the school.
- Ensuring there is a culture where staff achievements are acknowledged and celebrated.

Staff wellbeing 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.






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



Appendix A: support for staff

Supervision is a safe space for school staff to explore their uncertainties around work and home with a trained professional. All staff at St Peter's School are able to access supervision, and staff who are interested in this opportunity should contact Anni Matthew, and she will arrange this. All supervision is strictly confidential, and only the member of staff, supervisor and Anni Matthew are aware.

If any member of staff needs to access **counselling**, St Peter's School recommends the Education Support counselling line, which is a free resource offered to all schools. If any member of staff needs help they can visit <https://www.educationsupport.org.uk/get-help/help-for-you/helpline/> or phone 0800562561 for instant support. We are also able to offer counselling through our in school counsellor, Mel Chubb. Staff also have access to our Employee Assistant Programme for free 24/7 counselling support

There are online resources/APPs that staff can access and these are listed below

	https://www.mind.org.uk/ Mind offers lots of support and information around mental health and wellbeing. They also signpost to resources or immediate help if needed.
	www.samaritans.org Samaritans offer free helplines and online chat to those who need to talk to somebody
	https://www.headspace.com/ This APP is free to educational staff. You need to sign up and send in proof of employer. The APP focuses on mindfulness, managing stress and anxiety, and there are lots of interesting articles available to read.
	https://www.nhs.uk/every-mind-matters/ Expert advice and guidance around mental health and wellbeing.
	https://www.sane.org.uk/ Offers support via the phone, email or text. Created for anyone who is affected by mental health issues.

	<p>https://www.nhs.uk/service-search/mental-health/find-a-psychological-therapies-service/</p> <p>Adults over the age of 18 can refer themselves to IAPT for psychological therapies including CBT and counselling, or help for anxiety and depression. You need to be registered with a GP.</p>
	<p>The Cambridge and Peterborough NHS have launched a new texting service called HEAR. Anyone who lives in Cambridgeshire or Peterborough can access this service by texting HEAR to 85258, for confidential and free support.</p>