



SPARKEN HILL
ACADEMY

STAFF WELL-BEING POLICY

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Statement of intent

Sparken Hill Academy wants to ensure that staff are supported and encouraged to develop personally and professionally. We recognise that staff wellbeing is important to pupil achievement and the school's performance. We are committed to making sure that this Staff Wellbeing Policy is implemented so that each individual is able to cope successfully with the demands in their lives, whatever the cause of stress. The purpose of this policy is to maintain a school ethos which supports staff health and wellbeing by making sure that all employees are treated fairly and consistently.

COVID 19 has had, and continues to have a detrimental impact on many people's mental health and we are conscious of the long-term effect this has on daily life and tasks such as work. Sparken Hill Academy will ensure the offer of appropriate early intervention for ALL staff members is ongoing to prevent any decline to their well-being.

Aims of the policy

1.1 To develop a healthy, motivated workforce who are able to deliver a high-standard of education to pupils.

1.2 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.

1.3 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.

1.4 To communicate the importance of a work-life balance to all staff, and to ensure that all policy updates are communicated regularly.

1.5 To respond sensitively to external pressures which affect the lives of staff members.

1.6 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.

1.7 To improve staff development, co-operation and teamwork by creating effective leaders.

1.8 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.

Roles

2.1 The governing body:

2.1.1 Will take overall responsibility for implementing this policy and ensuring that staff enjoy a reasonable work-life balance.



2.1.2 Will adopt the appropriate policies in respect of 'family friendly' employment, including consideration of part-time working, flexible working patterns etc., where this can be implemented without detriment to the operational requirements of the school.

2.1.3 Will ensure that clear procedures are in place that will minimise the levels of stress caused to staff when following formal procedures such as the Capability or Disciplinary Policy.

2.1.4 Will provide a range of strategies for involving staff in the school decision making processes.

2.1.5 Will review the demands on staff, and seek practical solutions wherever possible.

2.2 The Principal

2.2.1 Will ensure that all staff enjoy a reasonable work-life balance and lead by example in this regard.

2.2.2 Will support the governing body in ensuring that strategies are implemented to effectively manage and, where necessary, reduce employee stress. This includes preventing unnecessary stress and ensuring that any work-based stress employees experience is at a productive, healthy level.

2.2.3 Will adopt school policies and provide clear guidance regarding time-off for public or trade union duties, or for personal reasons. For further information refer to our school's Absence Management Policy.

2.2.4 Will ensure that there is clear communication between staff and management with regards to all areas of school life.

2.2.5 Will create reasonable opportunities for employees to discuss concerns, and will enable staff to do so in an environment where stress is not considered a weakness.

2.2.6 Will ensure that all staff are aware of and trained in-line with the school's priorities and offered opportunities for development.

2.2.7 Will monitor and review any measures that are planned, and assess their effectiveness.

2.2.8 Will conduct risk assessment for work-related stress in consultation with senior staff.

2.2.9 Will appoint a staff wellbeing co-ordinator who is responsible for ensuring that the good health and wellbeing of all staff members is supported, promoted and valued by the school. The co-ordinator will also ensure that school policies and procedures reflect this aim.

2.2.10 Will make individual interventions such as short-term rehabilitation and return to work plans, and longer-term reasonable adjustments to work.

2.3 Staff members

2.3.1 Will make themselves aware of the school's policies on Capability, Bullying and Harassment, Staff Attendance etc.

2.3.2 Will assist in the development of good practice and ensure that they do not, through their actions or omissions, create unnecessary work for themselves or their colleagues.

2.3.3 Will ask their Line Manager for help or support if required. This includes understanding that a good relationship requires communication from both parties and so it's important that issues are raised at the earliest possible moment so that effective strategies can be put in place to manage workloads.

2.3.4 Will identify opportunities for development and take advantage of those offered by the school.

2.3.5 Will apply for any requests for leave of absence in advance and be honest about sickness absence leaves.

2.3.6 Will share their views, ideas and feelings about all issues concerning the school at formal meetings and informal gatherings.

2.3.7 Practical actions to support new staff

- All staff will be given a school orientation by the Principal/Vice Principal/Team Lead.
- All new staff will receive the staff induction pack/staff handbook. This will continue to include all important policies, or their location, and will include this policy on health and wellbeing.
- All staff will be made to feel welcome and given as much support as required.
- At the end of the first week of employment, new staff will have a review with a senior member of staff.
- All new staff will have a 6 week review with the Mental Health/Safeguarding Lead/Line Manager. Additional reviews may be scheduled at 6-months and/or a year.

2.3.8 Practical actions to support new roles

- Decide who will be the supporting person for the new role.
- Hold an initial discussion of roles.
- Hold visits to school/class or environment of new role.
- Establish a pattern of coaching.
- Hold an end-of-first-week review with supporting person.

- Provide 1:1 support for new tasks.

2.4 The Senior Leadership Team (Principal, Vice Principal, 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.

2.5 Where additional, professional advice is required, the school has contacts with Occupational Health Professionals and Human Resource experts and these avenues should be utilised.

2.6 Where necessary, staff should be encouraged to use the Well-Being sessions offered by the Mental Health Lead. Where necessary, the MHL will signpost and refer staff with serious concerns to the appropriate professionals outside of the workplace.

2.7 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.

2.8 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.

Procedures to promote staff wellbeing

- Fortnightly Team/Staff meetings to share information and training.
- Continuing professional develop for all staff.
- 1-1 and Group Well-Being sessions for all staff to share any worries/issues from outside of school that may be affecting them in school.
- Performance management.
- All staff encouraged to contribute to the School Development Plan.
- All staff invited to INSET days.
- Recognition on staff birthdays/special occasions.
 - Use of staff room complete with Video Games and Pool Table to use during break and Lunch Times.
 - Free Staff Breakfasts to celebrate special times of the year eg 12 Days of Christmas Breakfasts.