



## Staff Wellbeing Policy

### 1. INTRODUCTION AND BACKGROUND

We recognise that supporting positive staff wellbeing provides significant benefit for our colleagues, but also can more widely support school objectives. Improving staff wellbeing can help reduce and prevent stress and increase motivation, creating positive working environments where the individual and school can thrive. Wellbeing is important as it can deliver mutual benefit to our colleagues, our organisation, and wider communities.

Because individual needs and challenges are different, a one-size-fits-all approach to wellbeing is unlikely to support our colleagues in the most effective way. For these reasons we do not adopt a singular or common policy in respect of supporting wellbeing but have instead developed this Guiding Statement.

**The purpose of this policy is to promote a clear focus around improving staff wellbeing and support our school to develop approaches which are best suited to meet the needs of our colleagues and local environment.**

### 2. OBJECTIVE

**The aim of this policy is to describe our core commitments to staff wellbeing.** It sets out how we intend to support wellbeing across our school.

Aside from the benefits wellbeing programmes provide to our colleagues, we recognise there is a link between improved wellbeing and wider performance. This is supported by numerous studies which highlight health and wellbeing as a core enabler of employee engagement and organisational performance. Organisations who invest in wellbeing report a clear correlation between improved wellbeing practices and higher productivity; better performance; improved customer satisfaction; improved employee commitment and engagement; as well as lower turnover.

It is clear that supporting staff wellbeing has benefits for the individual but also benefits for us all. Simply, helping those around us be better, helps us all become better, both personally and in respect of the contributions we make to our work.

### 3. OUR WELLBEING COMMITMENT

**We expect our school to share a clear commitment which focuses upon supporting staff wellbeing.** Assistance and support to enable this is provided by Head Office, who share this commitment.

Our school has in place measures to prevent and manage employee wellbeing challenges, together with appropriate training, individual support, and feedback mechanisms which assist us to continually improve. We also seek to foster healthy culture by promoting awareness of mental health and offering guidance, support, and knowledge, which provide our colleagues with the tools to develop awareness and better manage their mental health and wellbeing.



#### 4. GUIDING EXPECTATIONS FOR WELLBEING

To support our wellbeing commitment, we have a number of consistent expectations for wellbeing.

These expectations are based upon best practice initiatives and approaches to wellbeing, which have been shown to be consistently effective in improving the wellbeing of employees and teams.

- i) We will implement a wellbeing working committees/focus groups. There should be a mechanism for feedback from the wellbeing committee to the SLT which supports communication and assists in identifying opportunities for continuing improvement. The group should reflect a cross section of employees at the school.
- ii) Basic mental health First Aid training is available to colleagues across our school, which support increased understanding of Mental Health difficulties and promotes improved management of personal challenges and stressors to increase individual resilience. Initial training and resource are available via the Orbital CPD Hub (and via EduCare), with delivered training to identified needs / individuals available upon request.
- iii) Wellbeing training and resource is also provided to all colleagues, to support the same purpose.
- iv) Wellbeing surveys will be conducted across our school to gauge morale and engagement and identify opportunities to improve.
- v) Our school will adopt a suite of wellbeing initiatives which respond to local wellbeing challenges and staff feedback specific to our school environment. The following list is not exhaustive, but our school-based initiatives may include
  - the use of Wellbeing Champions/Leads to assume responsibility for leading initiatives and providing feedback;
  - workload reviews/time and resource management/streamlining reviews and focus groups, to reduce working pressures though exploring opportunities for more effective working;
  - ensuring wellbeing practices are implemented into day-to-day operations, with processes to support increased communication/opportunity for personal contact and check ins – *i.e.*, / *incorporate wellbeing focus as an agenda item in all 1:1s/annual reviews*;
  - approaches which support, involvement and consistency from managers and leaders, to act as role models and ensure day to day awareness and focus on staff wellbeing;
  - initiatives which encourage workplace health promotion and support employees to take responsibility for their own health and wellbeing *i.e.*, / *Healthy Eating / Healthy Mind events and communication etc.*;



- a calendar of social/group events which support wellbeing and team building;
- defined work and communication expectations;
- defined school arrangements in respect of protected PPA.

## **POLICY REVIEW**

This policy is to be reviewed every three years although any suggestions and/or amendments will be considered on their merits.

This policy will be reviewed every three years by the Principal.

This policy will be approved by Orbital Education.

Date when policy was last approved: September 2021

Date when next review is due: September 2024

DRAFT