



Grove Vale Primary School

Staff Well-Being

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Completed date: November 2022





Statement of Intent

Grove Vale 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. Grove Vale Primary School is 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.

We aim to:

- Develop a healthy, motivated workforce who are able to deliver a high-standard of education to pupils
- 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
- 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
- Communicate the importance of a work-life balance to all staff, and to ensure that all policy updates are communicated regularly
- Respond sensitively to external pressure which affect the lives of staff members
- Provide staff with training to deal positively with stressful incidents, and provide them with a sense of confidence to deal with emergencies via training
- Improve staff development, co-operation and teamwork by creating effective leaders
- Make staff members aware of the channels which can be used to manage and deal with stress or work-related health and wellbeing issues.

Implementation

Ensure that all staff enjoy a reasonable work-life balance by having weekly PPA which can be taken at home, regular reviews of workload, live marking approach, time for assessment input, time for moderation and time for report writing.

Encourage the creation and maintenance of an atmosphere where all staff members feel comfortable asking for help or raising concerns. That staff will be sensitive to any problems which may cause the employee stress-related issues and will act in a professional, fair, consistent and timely manner when a concern arises.

Ensure that there is clear communication between staff and management with regards to all areas of school life. This is done via regular emails, weekly sheet explaining weekly events, weekly whole school briefings, the use of the sharepoint.

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. This is done via regular email check ins and also private one to one meetings if requested.



Conduct stress risk assessments for work-related stress in consultation with senior staff. Make individual interventions such as short-term rehabilitation and return to work plans, and longer-term reasonable adjustments, referrals to occupational health when necessary.

All staff have access to the employee assistance scheme to access for support if and when necessary. The link for the site is www.carefirst-lifestyle.co.uk. The EAP's contact number is **0808 168 2143** for colleagues who may wish to gain free advice, support and counselling. The Username for Grove Vale is: **sandwellschools**. The Password for Grove Vale is: **schools1234**

Appoint a wellbeing team who are responsible for ensuring that the good health and wellbeing of all staff members is supported, promoted and valued by the school. The team will also ensure that school policies and procedures reflect this aim.

The staffroom environment is a positive environment where staff can relax and socialise. This includes a noticeboard that signposts staff to where they can access help.

Opportunities for staff to praise and thank other staff members via the staff shout out board and emails.

Tea and toast is provided for staff on Friday mornings during the whole school briefings.

Teachers have weekly planning meetings with support staff to ensure expectations for the week are clear.

Staff are given Christmas shopping time each year.

