



St Ignatius Catholic Primary School **Wellbeing Policy**

MISSION STATEMENT

Our Catholic School of St. Ignatius' puts the faith and uniqueness of Jesus Christ at the centre of our vision for our children. We all strive to treat every person with respect and understanding. We know that, no matter who we are, or what our background, in school, we will be listened to and valued. We are all children of God. We are totally committed to raising standards in our school by providing every opportunity for all of our children to develop intellectually, socially, physically and spiritually. We aim to achieve this through a working partnership with home, parish and other local faith communities so that our children are prepared for further opportunities, responsibilities and experiences.

We work in an atmosphere of reconciliation where we all learn to forgive each other and to start each day afresh.

We acknowledge our great responsibility to help all our children on their individual faith journeys guided by our belief in the Word of God. The diversity of faiths in our school challenges us to teach our children –

- to live together
- pray together
- and play together

This is our school.

This is our community.

Here we all are, Lord !

Aims :

St Ignatius Catholic Primary School is committed to protecting the health, safety and welfare of its employees. The school recognizes that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing workplace stressors. Our vision is to provide a safe, healthy, supportive school and workplace free from injury and disease.

Roles and Responsibilities:

- St Ignatius Catholic Primary School will identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.
- St Ignatius Catholic Primary School will provide confidential counseling for staff affected by stress caused by either work or external factors.
- St Ignatius Catholic Primary School will provide adequate resources to enable managers to implement the school's agreed wellbeing strategy.

The Managers of St Ignatius Catholic Primary School will :

- Ensure good communication between management and staff, particularly where there are organizational and procedural changes
- Ensure staff are fully trained to discharge their duties
- Ensure staff are provided with meaningful developmental opportunities
- Monitor workloads to ensure that people are not overloaded
- Monitor holidays to ensure that staff are taking their full entitlement
- Ensure that bullying and harassment is not tolerated within their jurisdiction
- Be vigilant and offer support to a member of staff who is experiencing stress outside work eg. bereavement or separation

The Employees of St Ignatius Catholic Primary School will:

- Raise issues of concern with their line manager in a timely manner
- Accept opportunities for counseling when recommended
- Be aware of a duty of care towards themselves and others
- Have a responsibility to read and understand the wellbeing policy and ensure it is implemented

To this aim our objectives are :

- To emphasise that the effectiveness of this school is directly related to the dedication and commitment of its staff and their welfare and wellbeing are of the utmost concern.
- To encourage the staff to be seen, and see themselves, as important individual parts of a cohesive team striving towards common goals.
- To demonstrate that the support, care and guidance of staff area priority for the headteacher and governing body.
- To ensure that all occupational health requirements are met
- To comply with all other statutory requirements
- To create a team approach to prevent injury or illness from occurring in the workplace
- To help ensure that there are sufficient resources available to enable staff to be at their most effective
- To ensure that all staff feel they are supported by a sympathetic and encouraging administration
- To give all staff the opportunity to put forward their ideas and opinions on all issues affecting the operation of the school and to feel those ideas are valued
- To provide a strong commitment to the professional development of staff

All St Ignatius Catholic Primary School staff shall have a commitment to :

- Clear and open communication
- Valuing and respecting each other
- Undertaking the annual wellbeing in the workplace survey
- Evaluating and acting upon the survey results
- Create a comfortable working environment
- Creating a supportive and happy staff to offer the best possible education for our children.

Updated September 2025

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