



Staff Well-Being Policy

Created: January 2019

Reviewed: May 2021

Review by: Spring 2023



Statement of Intent

St Mary's Catholic High School is committed to providing a safe, secure and supportive environment for all members of staff. With this in mind, this policy has been created to outline the steps that will be taken by the school to promote the mental and physical wellbeing of our staff.

All members of staff will be made aware of the warning signs that can indicate whether a person is having trouble managing stress. All members of staff will be vigilant for these signs in their colleagues, as well as themselves. Any issues raised will be thoroughly investigated in a professional, courteous and confidential manner.

Legal Framework

This policy has due regard to relevant legislation, including but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Employment Rights Act 1996
- Employment Relations Act 1999
- Equality Act 2010
- The Management of Health and Safety at Work Regulations 1999

This policy will be implemented in conjunction with the following school policies:

- Health and Safety Policy
- Induction of New Staff Policy
- Attendance Management Policy
- Staff Absence Management Policy

Warning Signs

All members of staff will be aware of the warning signs that can indicate that a person may be having trouble managing stress.

The school offers services through SAS to help staff manage workplace stress.

Some of the **behavioural indicators** that are caused by stress include, but are not limited to, the following:

- Difficulty sleeping
- Changes in eating habits
- Increased smoking or drinking
- Isolation from friends and family

Some of the **physical indicators** caused by stress include, but are not limited to, the following:

- Tiredness
- Indigestion and nausea
- Headaches
- Aching muscles
- Heart palpitations

Some of the **mental indicators** caused by stress include, but are not limited to, the following:

- Indecisiveness
- Difficulty concentrating
- Memory loss
- Feelings of inadequacy
- Low self-esteem

Some of **emotional indicators** caused by stress include, but are not limited to, the following:

- Anger or irritability
- Anxiety
- Hypersensitivity
- Feeling drained and listless

The Governing Body

The governing body will

- Ensure the effective implementation of this policy.
- Recognise mental health issues and seek to manage staff mental health through risk assessments, surveys and early intervention.
- Ensure staff roles and responsibilities are clearly defined and monitored.
- Ensure that all school policies are assessed for workload impact.

Headteacher

The headteacher will

- Create a positive and supportive atmosphere throughout the school.
- Be responsible for implementing CPD which equips staff with the tools to effectively manage stress.
- Aim to develop a sensitive performance management process that is linked to clear job specifications.
- Aim to include all staff in the school's decision making process.
- Organise extra support for staff at times of increased stress, such as during Ofsted inspections.
- Ensure that all policies that affect staff wellbeing are properly adhered to and reviewed.
- Be responsible for authorising any staff absences, as well as granting extended leave.

Business Manager

The business manager will

- Plan and monitor a system of mentors to provide additional support for staff.
- Encourage all staff to attend events and training opportunities that promote wellbeing and health.
- Provide information that helps staff to manage stress effectively.

- Ensure that regular contact is maintained with members of staff who are absent for long periods.
- Ensure new members of staff have received all the relevant information they require. This includes the procedures for raising concerns about wellbeing.
- Gather information in any cases that allow monitoring of this policy, such as, but not limited to, the following:
 - Sickness and absence data
 - Staff turnover
 - Exit interviews
 - Referrals to the counselling service
 - Referrals to other mental health services
 - Grievance cases
 - Harassment cases

The business manager will be responsible for monitoring all staff absences.

The business manager is responsible for monitoring the effectiveness of wellbeing provisions in certain policies, including those relating to the following:

- Performance management
- Flexible working
- Harassment
- Capability and absence
- Job description reviews

Senior Management

All senior management will act in a supportive and constructive manner when dealing with cases related to wellbeing.

All senior members of staff will attend events and training opportunities which promote wellbeing and health.

Staff Responsibilities

All members of staff are responsible for acting in a way that maintains a healthy work/life balance.

All members of staff will act in a way that promotes a positive, supportive atmosphere throughout the school.

All members of staff are responsible for reporting honestly about their wellbeing.

All members of staff will, where possible, ask for help when they feel under pressure or stressed.

All members of staff will attend events and training opportunities which promote wellbeing and health.

Members of staff will not act in a manner which endangers themselves or others.

Stress Reduction Strategies

A member of the governing body will be assigned as a wellbeing lead, taking overall responsibility for monitoring the wellbeing of staff.

The headteacher will arrange a meeting with all members of staff in which the current working times and practices will be discussed.

The headteacher will undertake a wellbeing audit by distributing surveys to all members of staff. Any proposed changes will be communicated to all members of staff.

The school will adopt a sickness absence plan which will promote a positive, caring strategy for staff who are returning to work following sick leave.

The governing body/school (USF) will allocate funds for a wellbeing budget. All members of staff are welcome to make suggestions for the use of this fund. The headteacher will have the final say as to how the fund is spent.

Reporting Procedures

Two senior members of staff will be designated as **wellbeing officers**; this is in the event of one of the **wellbeing officers** being the subject of the complaint:

- **Name of staff member**
- **Name of staff member**

If any member of staff wishes to raise a concern about wellbeing, one of the two wellbeing officers will be notified.

The wellbeing officer will provide the member of staff with information about the support that is available to them; this includes both within the school and outside sources. These resources include:

- **Name of resource**
- **Name of resource**

The wellbeing officer will treat all cases confidentially. Real names of staff will not be used when wellbeing officers are reporting to the headteacher.

In some cases, such as those that involve a direct impact on day-to-day activities, confidentiality cannot be guaranteed. If this is the case, staff will be made aware of the situation.

The wellbeing officer, in receipt of the complaint, will investigate and report this to the headteacher.

The headteacher will decide whether any further action will be taken.