

St Joseph's Catholic Primary School
'following Jesus in all we do'
Wellbeing during coronavirus crisis 2020 and any future
Unprecedented School Closure
Appendix 3 of Staff Wellbeing Policy

In these unprecedented times the leadership team at St Joseph's recognise that now, more than ever before, staff wellbeing is vital. The coronavirus crisis and the restrictive measures that many countries are taking to contain the outbreak can have a negative impact on people's mental health and wellbeing, the World Health Organization (WHO) has warned:

"Isolation, physical distancing, the closure of schools and workplaces are challenges that affect us, and it is natural to feel stress, anxiety, fear and loneliness at this time," the director of the European branch of the WHO, Hans Kluge, said on Thursday (26 March).

As more and more people are obliged to remain in home quarantine or isolation with possible or proven coronavirus infection, experts agree that it is important to consider the effects of this pandemic on the mental health of people:

"It is essential to address the public mental health of people during the following weeks. This is not going to be a sprint, but a marathon," he added, urging countries to prepare their medical services for the mental health of people." Hans Kluge

Team Socialising

Our biggest challenge is to ensure we continue the community feel amongst our staff, while we are not able to be altogether on the school site. The Teams conference call facility and WhatsApp will be used to enable remote meetings. The wellbeing champion will use these platforms to bring the staff team together through quizzes etc. Weekly staff meetings will be held with all teachers via Office 365 teams, to enable team planning.

The Head teacher will share a daily thought with all members of our community (children, parents and staff) to help promote positivity and community spirit throughout the school team.

Communication and Workload

To ensure all members of our staff receive regular communication and support we have put in place a Communication During Covid Closure document, which outlines how communications will be relayed through the staff team. This document will also be used by the Key Stage Leads to delegate tasks to the rest of their team during the closure. A Working from Home document has also been put in place to support those teachers who are not working on school site. For those who are still working on site, they will

(where possible) only work 2 days per week. There is no expectation for teachers who are working on site to then complete school work on that day.

Non-term time

During the pandemic, our school will still serve the community and its key workers during the school holidays. We acknowledge the importance of being able to provide childcare during this crucial time but we are also aware that we must ensure the wellbeing and health of our staff. Rotas will be carefully considered to ensure all staff have a block of 'holiday' during the normal holiday time. School will not open in Bank Holidays following union advice

Staff in need of support

Those staff who are particularly in need of support at this time have been identified by the leadership team. Designated members of the leadership team will be in regular contact with the identified staff members. Any members of staff who need support, where possible, will be provided with 'little extras' e.g. food parcels. All staff who are working on-site will be provided with a lunch.

Written by Lauren Jackson (DHT) and Nicky Boswell (Wellbeing Champion and LKS2 Lead)

Reviewed by Louise Bury (HT) April 2020

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