

# Three Counties Academy Trust



## Staff Wellbeing Policy

### #HR33

Last amended 17<sup>th</sup> July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 16<sup>th</sup> July 2029.

## **Statement of intent**

Three Counties Academy Trust (TCAT) is committed to protecting the health, safety and welfare of our employees. Preventing stress is a major factor in maintaining the wellbeing of our staff, which remains a key priority. In light of this, TCAT and our school understand the importance of trying to reduce and deal with stress, and the factors that may cause our employees to become stressed. We also recognise that personal stress, while unrelated to the workplace, can adversely affect the wellbeing of employees at work.

The purpose of this policy is to outline the responsibilities of TCAT, our schools and staff members in supporting wellbeing and promoting mental health, and to advise employees on how to deal with mental health issues and prevent stress.

To that effect, this policy has restricted access, HR33 Staff Wellbeing Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.