

Staff Wellbeing Policy

Our Trust and school statement of commitment

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1. Our Trust Commitment

- It is imperative that all stakeholders of the Education South West i.e. Trustees, governors, headteachers, senior leaders, staff, parents and students feel supported and happy.
- We must focus attention on how important the workload and wellbeing agenda is to our procedures including workload management, recruitment and retention, succession planning and our aim for a positive and supportive culture in all our schools.
- The following pledges reflect our commitment to addressing workload and wellbeing.

It is the expectation that each school will adopt the ESW Trust Policy and will write a specific commitment to staff well-being statement as is appropriate to their setting.

2. Key features at every level of the wellbeing statement for the Trust

- Feel respected at all times.
- Never jump to conclusions regarding individuals.
- Discuss wellbeing and workload at all meetings.
- Never expect additional information other than what is asked for.
- Emails between 8am and 7pm (3 days to reply).
- Follow policies and procedures and respect time needed for tasks.
- Consider workload when initiating strategies.
- Support people to manage their workload.
- Manageable assessment – 'live' marking / purple pen.
- Share resources / curriculum development across the MAT to reduce workload.
- Support the culture of wellbeing for students – rewards and consequences.
- Everyone feels comfortable to raise concerns about the school.

3. Key features of a Trust school statement of commitment

- Ensure that relational policy and practice is at the forefront of our interactions with students and between staff so that we all feel safe, secure and understood.
- Ensure that our curriculum and staff development teach our students and staff about maintaining mental health and wellbeing and gives strategies to support this.
- Develop support plans and interventions (Thrive based) for students which support social, emotional and mental health and wellbeing.
- Provide CPD which gives staff the skills and knowledge to teach wellbeing in practice to pupils and how to look after themselves as education professionals.
- Integrate our work on wellbeing with our ethos as a Rights Respecting School: students feel their opinion is heard (UNCRC article 12) and that they can enjoy the best possible health (UNCRC article 24).
- Support school staff to maintain their own wellbeing by setting an appropriate workload.
- Signpost to and/or provide school staff with clear access to support structures which support wellbeing.
- Provide access to professional learning for our staff so that they feel valued and developed as members of our community.

- Seek the views of our wider school community and share information about wellbeing with them.
- Collaborate and share good practice with other schools as part of the trust and teaching school community.

4. Our action plan for improvement 2022-2023

- Implement the ESW Trust Mental Health strategic plan. Led in each school by mental health leaders who meet every half term.
- Embed Thrive training into everyday practice – understand how and why children behave the way they do.
- Embed changes in the behaviour policy - relational policy / restorative approaches alongside clear sanctions. Led and owned by staff.
- Further develop our full time / professional pastoral staff (SSO and Counsellor team) to support the wellbeing of our students.
- Constantly review workload demands when introducing strategies for improvement.
- Train and appoint a further cohort of Mental Health First Aiders to support all staff.
- Develop mental health toolkit using resources from PHE to help leaders support colleagues.
- Share and regularly update mental health and wellbeing resources on ESW Sharepoint site.