

St Matthew's Bloxam C of E Primary School



Staff Well-Being Policy 2023

Rationale

"Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community."

(World Health Organization)

At St Matthew's Bloxam, we aim to promote positive mental health for every member of our staff and pupils. We pursue this aim using both universal, whole school approaches, and specialised, targeted approaches aimed at vulnerable pupils. In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. By developing and implementing practical, relevant and effective mental health policies and procedures we can promote a safe and stable environment for pupils affected both directly, and indirectly, by mental ill health.

The Policy Aims to:

- Promote positive mental health in all staff and pupils.
- Increase understanding and awareness of common mental health issues.
- Alert staff to early warning signs of mental ill health.
- Provide support to staff working with people with mental health issues.
- Provide support to colleagues with mental ill health difficulties.

The well-being of staff at St Matthew's Bloxam is paramount to maintaining a successful and forward thinking school. It is our belief that the best asset in school for pupils are staff who are happy, motivated and focused. St Matthew's Bloxam recognises that staff are their most important resource and are to be valued, supported and encouraged to develop personally and professionally. How staff feel on an everyday basis is likely to affect their performance and therefore impact on the ethos and atmosphere of the school which in turn affects pupils. If staff are happy, motivated and are purposeful in their approach this will have a huge positive impact on the well-being of pupils resulting in happier pupils who achieve more.

The purpose of this policy is to provide a document that embraces the many school practices that support staff health and well-being. Where possible, to diminish the harm from stress, a proactive approach should be implemented where well-being support programmes are used to stop the effects of stress from escalating into

ongoing anxiety issues. Whilst the school will do everything to support staff in ensuring their well-being needs are met, ultimately staff need to take responsibility to work through issues of concern with a view to reaching a resolution.

The Senior Leadership Team and Governing Body will:

- Be open and ethical in their approach to ensure that staff are listened to and treated with the utmost respect.
- Work towards a school ethos where all staff are valued and where respect, empathy and honesty are the cornerstones of all school relationships.
- Provide personal and professional development programmes that meet the specific needs of staff and at the same time fulfil school priorities.
- Provide a range of strategies for involving staff in school decision making processes.
- Operate sensitive Performance Management linked to clear job specifications and school priorities.
- Provide professional support for the Senior Leadership Team to assist coaching supervision and to update their skills in supporting staff well-being.
- Promote information about accessing appropriate support both within the school and externally.
- Ensure that, as part of the risk assessment processes and Health and Safety procedures, staff are kept safe from harm.
- Provide staff with appropriate training programmes, to deal safely, positively and with a sense of confidence with behaviour incidents that could lead to raised anxiety levels.
- Constantly review the demands on teachers and support staff, e.g. the time spent on paperwork, and strive towards seeking out alternative solutions wherever possible through having open communication channels with staff.
- Provide training in Moving & Handling for those staff involved in caring for pupils who require physical assistance.
- Respond sensitively and flexibly to external pressures that impact on staff lives and offer support whilst at the same time ensuring the efficient running of the school.

Staff workload: the work life/fulfilment balance

St Matthew's Bloxam staff are all dedicated and committed individuals who work hard, at times in challenging situations, to ensure the very best care and learning outcomes for all pupils. The school is aware of the time and energy required to support pupils and for the well-being of staff and for pupils the importance of staff taking breaks according to their job roles. Everyone is aware of the tremendous workload involved in running a school and therefore the Senior and Middle Leadership teams will overview the delegation of duties to ensure that there is a fair workload for all staff. Should a member of staff feel that their workload is becoming or has become unmanageable they should discuss this matter with a member of the Senior Leadership Team. Studies indicate that being in work is generally good for the health of an individual. In addition to financial reward, work provides increased self-esteem, companionship, purpose and status. It is therefore imperative that the school support a healthy work life/fulfilment philosophy to ensure efficiency and the best outcomes for both staff and pupils alike.

St Matthew's Bloxam supports the outcomes of the MacLeod Review on employment engagement, published in July 2009, which maintains that a 'feel good' factor in the workplace is strongly influenced by:

- Leaders who help employees see where they fit into the bigger organisational picture.
- Effective line managers who respect, develop and reward their staff.
- Consultation that values the voice of employees and listens to their views and concerns.
- Relationships based on trust and shared values.

External support is available to help staff deal with personal problems and issues that may impact their work performance, health and well-being through

Warwickshire County Council's Employee Well-Being Support Service.

Other links to support are available through "Warwickshire's Managing Resilience, Stress & Wellbeing Policy".

Review in 2026