



“Show me your way, Lord teach me your paths.” Psalms (25.4)

Staff Wellbeing Policy

Rationale

Almondsbury School wishes to promote the health and wellbeing of the staff in order to:

- value each member of the school community, reflecting the caring Christian ethos of Almondsbury School.
- support the effectiveness of the staff in their duties, contributing to good teaching and learning and the overall effectiveness of the school.

Aims

To build a community which promotes the physical and mental health and wellbeing of all its staff members, and where wellbeing is an integral part of the school ethos.

To promote a harmonious and positive working environment in which the staff feel valued and supported.

Practice

This policy will provide a framework for the following elements of school life to be developed in support of staff health and wellbeing.

The school will:

1. Support Early Career Teachers through induction and mentoring (see also ECT policy).
2. Encourage safe working practices and regularly assess the risk of work activities, including the risk of excess stress (see also H&S policy).
3. Ensure all staff understand their roles and responsibilities and have clear job specifications.
4. Provide staff with appropriate opportunities for personal and professional development that includes aspects of team building, stress management and communications.
5. Have in place sensitive and negotiated management and appraisal systems – we use professional growth model for this purpose.
6. Develop a range of strategies for involving staff in school decision-making processes.
7. Promote a working environment where staff feel valued and there is a sense of mutual respect, empathy and wellbeing.
8. Acknowledge and celebrate personal and professional achievements and successes.
9. Provide extra support at times of particular stress, change and/or difficulty whilst maintaining the confidentiality, rights and dignity of staff involved.
10. Provide a non-judgmental and confidential support system.
11. Regularly review the demands on teacher time spent on paperwork and seek practical alternative solutions wherever possible.
12. Promote information about and access to supportive services.

13. Through training and security of the building provide staff with a sense of safety and the confidence to deal positively with stressful incidents.
14. Respond sensitively and flexibly to external pressures that impact on staff lives.
15. Maintain contact with staff when they are absent for long periods and on returning to school, avoiding the situation of payback time and extra workload.
16. Maintain positive staff-pupil relationships to ensure an effective teaching and learning environment (see also Behaviour Policy).
17. To provide support when required through the counselling and wellbeing support that are part of the Staff Insurance – this is a free service and can be accessed by all staff.
18. To provide staff with informal outlets for discussions and sharing when the pressures of 'working in what can be a stressful and demanding role' become overwhelming or in need of a short break. This can be in the form of supporting staff in different situations, swapping roles to provide short breaks and time away from these situations which can be emotionally and physically draining.

IMPLEMENTATION

The school will use the following **indicators** to assess the impact of the policy.

- Staff skills and understandings related to stress and stress management
- Confidential help line numbers are displayed and promoted
- Management set positive role models
- Decision making processes are clearly understood and supported by the staff
- Opportunities are provided for all staff to socialise and relax with each other
- A non-competitive staff praise/ acknowledgment/ reward system is in place that is supported by all staff
- New staff are supported with an appropriate level of induction
- An open listening management system that responds quickly to problems
- A welcoming staff room sensitive to individual needs
- Quality of staff facilities and accommodation
- Work/life balance approaches are seen as positive strategies for maintaining staff health and effectiveness
- Workload of staff on their overall health and wellbeing. Leaders will be mindful of deadline dates and expectations of leaders on staff
- Awareness raising, training and procedures are in place to prevent staff harassment and bullying
- The regular monitoring of:
 - Staff understandings and feelings - such as sense of security and safety
 - Staff absences
 - Staff/pupil/parent relationships
 - The recruitment and retention of staff

MONITORING AND EVALUATION

The wellbeing of staff will be monitored through:

- Appraisal and informal day-to-day discussions with the Headteacher
- Staff meetings
- H&S monitoring of best practice

Reviewed September 2025

Next review September 2028