



# Castle Hill School

## Staff Wellbeing Policy

<b>Policy Created</b>	<b>Autumn 2018</b>
<b>Last review</b>	<b>New Policy</b>
<b>Frequency</b>	<b>3 years</b>
<b>Date to be reviewed</b>	<b>Autumn 2021</b>

## **General Policy Statement**

At Castle Hill School we intend to provide a safe, secure, caring environment where everyone is valued and respected equally. We aim to provide an inclusive education where children develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities.

National legislation re: disabilities, race relations and Special Educational Needs underpin this policy, which has also taken into consideration national, local and school policies on Special Educational Needs, Equal Opportunities and Health and Safety.

## **Rationale**

This policy supports the well-being staff at Castle Hill School. In a recent staff survey (September 2018) the overwhelming majority of respondents expressed their pride and enjoyment in working at Castle Hill School.

Here at Castle Hill we strive to create a happy working environment which allows staff to thrive and deliver an outstanding education for our students.

We aim to:

- promote staff wellbeing so that students, parents/carers and staff may flourish and thrive
- encourage staff to engage in 'habits' of wellbeing to further promote engagement, participation, learning, growth, development and fulfilment
- promote an understanding of good mental health and ensure that staff are aware of the signs and symptoms of those that require support
- have an impact on the health and well-being of all in our learning community so that they experience nurturing and enriching activities and opportunities to experience a wellbeing now and in the future
- foster a positive communication environment which aims to promote one's own well-being and the well-being of others.

## **Strategies to ensure staff Wellbeing**

Our Staff Wellbeing Champion coordinates our monthly staff wellbeing meetings and delivers a variety of ongoing wellbeing projects including, but not limited to: secret friend scheme, flower fund project, massage

for staff sessions, birthday and gratitude boards, and the staff 'Ace' award.

The Senior Leadership Team work closely with the Staff Wellbeing Champion and provide a wide variety of ongoing training opportunities to promote health and happiness. Courses to date include: Thrive and Flourish, Resilience, How to sleep and Healthy Lifestyles. Our mentor scheme here at Castle Hill also ensures that all staff are supported and developed within their working environment.

We have recently enhanced the school's contract with Kirklees Employee Health Care to ensure a broader Wellbeing offer is available including self-referral, physiotherapy and counselling. Our qualified Mental Health First Aiders provide ongoing support and are aware of signs and symptoms.

The Workload Working Party meets annually to agree CPD targets. This ensures that workload agreements are reached through a collaborative approach.

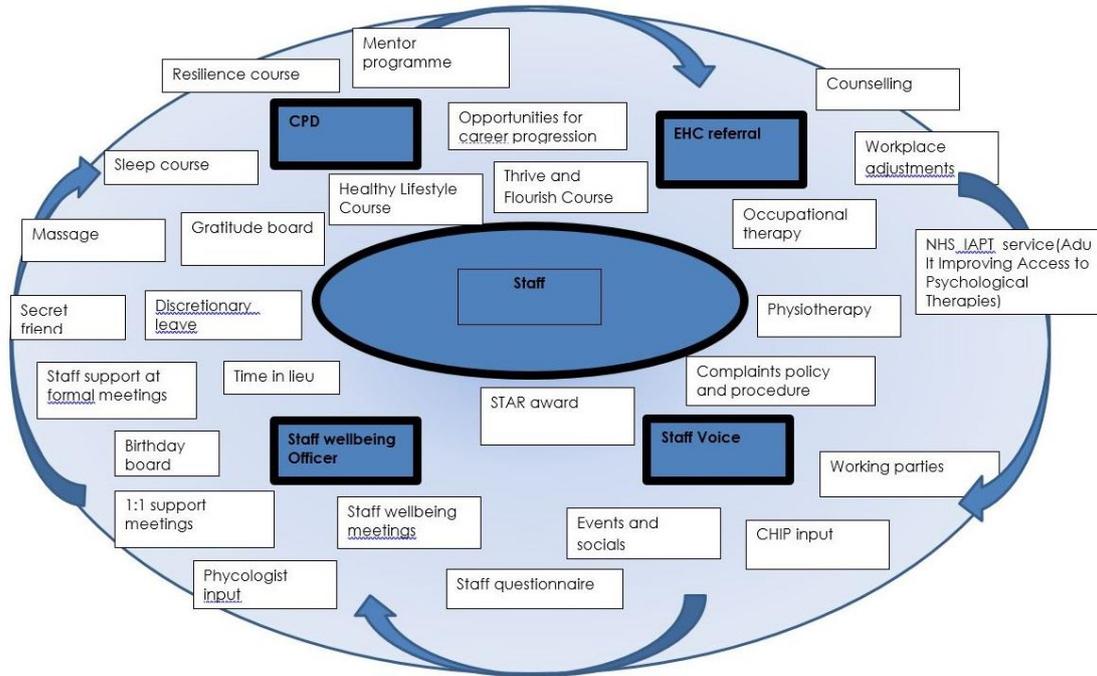
Our approach to wellbeing is quality assured through staff attendance and the annual staff questionnaire.

The Senior Leadership Team recognise and acknowledge that working in some environments may require a break to enhance wellbeing. Our 'buddy' system, can support staff at these times. In order to facilitate this, a red triangle will be positioned on the back of each door. Any member of staff who feels in need of a short break, is encouraged to show the red triangle to another member of staff, and to leave the classroom for a change in environment.

#### Protocol

- Show 'red triangle' to another class member and leave classroom.
- Member of class to ring buddy class and ask for a staff member to support.
- Buddy class staff to be aware they are going to support class team with de-escalation strategies.
- When ready, return to class and buddy class staff can return to their class.

#### **Example of Strategy Coverage**



## Workload

