



Staff Mental Health and Wellbeing Policy

Why is Staff Mental Health and Wellbeing important?

At Appledore School, we aim to promote positive mental health, emotional resilience and wellbeing for our whole school community (children, staff, parents and carers), and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health.

The mental health and wellbeing of staff is important because it not only has a detrimental influence on the individual themselves but also impacts on the social and emotional wellbeing and educational achievement of their pupils. It is important that staff look after their own wellbeing so they are in a position to support the wellbeing of their pupils.

Appledore School policy on Staff Mental Health and Wellbeing

- Commitment to making sure this policy is developed collaboratively with staff and implemented to ensure a consistent whole school approach to mental health and wellbeing.
- Actively challenge stigma around mental health and promote a better understanding of mental health for all, providing clarity and understanding of what is in place to support staff.
- Alert, reflective, and responsive to situations that may impact on staff wellbeing and mental health, fostering a culture of respect and openness, including a trained mental health first aider on the staff
- An open-door policy, seeking to promote a culture of psychological safety where all staff members feel safe, building strong trusting relationships across the school, encouraging staff to feel comfortable sharing concerns and asking for support (see Appendix 1 also), helping us to know our staff, be aware of the difficulties and pressures they may be facing to ensure we are able to support.
- Periodically conduct confidential staff surveys to understand what is going well and what might be going less well and needs improving in terms of staff mental health and wellbeing.

Steps to Taking Care of Staff Mental Health and Wellbeing



Appendix 1

Staff Wellbeing Resources

Practical resources from Mental Health at Work

https://www.mentalhealthatwork.org.uk/resource/?resource_looking-for=0&resource_type=0&resource_medium=0&resource_location=0&resource_sector=0&resource_sector=education-training-teaching-and-childcare&resource_workplace=0&resource_role=0&resource_size=0&order=relevance&orderby=relevance&meta_key=

Wellbeing information and advice for school staff from Young Minds

<https://youngminds.org.uk/resources/school-resources/caring-for-the-wellbeing-of-teachers-and-school-staff/>

Supporting Staff Wellbeing in Schools from Anna Freud National Centre for Children and Families

<https://www.annafreud.org/media/7026/3rdanna-freud-booklet-staff-wellbeing-final.pdf>

A range of resources from Mentally Healthy Schools

<https://www.mentallyhealthyschools.org.uk/whole-school-approach/supporting-staff-wellbeing/>

Resources from Education Support, the leading School Staff Support Charity

<https://www.educationsupport.org.uk/resources/factsheets/how-leaders-can-promote-staff-wellbeing>