



## 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**

<p>Staff are encouraged to share any difficulties they are experiencing with the Headteacher or other member of SLT.</p> <p>This school leader will respond sensitively to any concerns which may be causing the work stress-related issues and respond in a timely manner when a concern arises.</p> <p>Where additional professional advice is required, the school will contact Occupational Health &amp; Human Resource Services for advice</p>	<p>The school will provide support to any employees facing high levels of stress in the workplace, as well as other work-related issues which are having/have the potential to have a negative impact on the staff member's health and well-being.</p> <p>Options for dealing with such issues should be discussed with staff members where appropriate always ensuring the staff member's privacy and dignity is respected. This means maintaining confidentiality, upholding the employees' rights and dealing with the employee with tact and sensitivity.</p>	<p>The Headteacher or other members of SLT will signpost available support, such as</p> <p>A mental wellbeing app, provided by our Occupational Health provider, to aid in the prevention, early detection and self management of common mental health issues, accessed the portal via the below link <a href="https://protect.medigold-health.com/employee-dashboard/">https://protect.medigold-health.com/employee-dashboard/</a></p> <p>Education Support - UK charity dedicated to supporting the mental health and wellbeing of education staff in schools <a href="http://www.educationsupport.org.uk">www.educationsupport.org.uk</a> Free, confidential telephone support and counselling available 24/7 - 08000 562 561</p> <p>Talkworks is a free, confidential, NHS talking therapy service, part of IAPT (Improving Access to Psychological Therapies), for people (aged 18+) who are seeking help and support about their mental health.</p>
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