



ROOTED IN GOD'S LOVE, EVERYONE GROWING TOGETHER
TO BECOME THE BEST THAT WE CAN BE

STAFF MENTAL HEALTH & WELLBEING CHARTER

WE RECOGNISE THAT OUR SCHOOL HAS A RESPONSIBILITY TO CREATE AN ENVIRONMENT THAT PROMOTES STAFF WELLBEING AND THAT PROACTIVELY SUPPORTS STAFF MENTAL HEALTH.

AS A SCHOOL, WE WILL:

- ENSURE A CONSISTENT AND POSITIVE APPROACH TO STAFF WELLBEING
- CREATE AN OPEN AND INCLUSIVE ETHOS WHICH INCLUDES RESPECT FOR THOSE WITH MENTAL ILL HEALTH
- HAVE STAFF WELLBEING AS A SCHOOL PRIORITY WHERE THERE IS A LINK GOVERNOR
- CONDUCT TERMLY STAFF WELLBEING SURVEYS WHICH ARE USED TO IDENTIFY AND REVIEW ANY ISSUES WITHIN SCHOOL AND PUT A PLAN IN PLACE IF NECESSARY
- PROVIDE TARGETED INDIVIDUAL MENTAL HEALTH SUPPORT WHERE APPROPRIATE OR ALTERNATIVELY SIGNPOST TO EXTERNAL SUPPORT SERVICES
- REVIEW TIMETABLES AND DIARY DATES AT THE BEGINNING OF EACH HALF TERM TO ENSURE THAT THERE IS NOT AN OVERLOAD DURING BUSY PERIODS.
- PROMOTE EQUALITY OF OPPORTUNITY AND CHALLENGE MENTAL HEALTH STIGMA THROUGH CURRICULUM TEACHING AND ALSO PROMOTE STAFF WELLBEING THROUGH STAFF MEETINGS AND INSET
- RECOGNISE EFFORT THROUGH THE STAFF APPRECIATION BOARD AND TOKENS OF THANKS
- HAVE A FOCUS ON MENTAL HEALTH IN STAFF APPRAISALS AND SIGNPOST TO SUPPORT IF NECESSARY
- GIVE THE OPTION OF HAVING PPA AT HOME
- SUPPORT, WHERE POSSIBLE, TIME FOR FAMILY COMMITMENTS
- STAFF ARE NOT EXPECTED TO RESPOND TO EMAILS AFTER THE WORKING DAY BUT SHOULD RESPOND WITHIN 48 HOURS. AN EFFORT WILL BE MADE TO MINIMISE THE NUMBER OF EMAILS SENT.