



Nether Kellet Primary School

Mental Health and Wellbeing Policy for Staff

At Nether Kellet CP, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers).

We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.

We endeavour to ensure that staff are able to manage times of change and stress and aim to ensure that they are supported to access help when they need it.

We also have a role to ensure that staff know about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

At our school, we know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support. We take the view that positive mental health is everybody's business and that we all have a role to play.

In recognition of the commitment and professionalism demonstrated by all of our staff and in acknowledgement of the inherent work-related stresses associated with being part of a teaching team, the SLT at NKCPs pledges to do what it can to safeguard the wellbeing and good mental health of all staff members.

This involves:

- Ensuring that there is a positive ethos and supportive working environment where all staff are treated with respect and valued.
- Being mindful of workload and endeavouring to keep this to manageable levels, taking action when it reaches an unreasonable level.

- Promoting healthy working approaches that facilitate a good work-life balance.
- Creating a culture of mutual support where staff are proactive in assisting colleagues when they are feeling over-whelmed.
- Cultivating a culture where individual staff feel able to speak out when they are struggling with their own mental health and wellbeing and signposting where appropriate for further support.
- Removing any stigma associated with mental health concerns and conditions so that these issues may be freely expressed without fear of negative judgement.
- Having a culture in school where positive mental health is actively nurtured and promoted for all pupils, staff and parents.
- Having an awareness across school that mental health varies in terms of how good it is and this can be affected by acute or chronic circumstances affecting staff or by issues around their own confidence and coping mechanisms.
- Communicating any supportive courses and resources available to staff that may be helpful.
- Making reasonable adjustments to responsibilities, duties, working hours to aid good mental health (where this does not have an adverse impact on other staff or pupils).

We know that the single biggest factor affecting mental health and people's ability to cope with a range of stressors, is their support network and we seek to provide an effective support network at school where:

- Colleagues support one another.
- SLT are open and non-judgemental in hearing the concerns and worries of staff members with regard to their mental health and wellbeing.
- Mental health is discussed and there is no stigma associated with struggles with mental health.
- Each staff member is aware of how they come across to others and the impact they may have, both positive and negative.
- Each staff member is empathetic and supportive.

We are always aiming to ensure that the appropriate conditions are present in the

school as a workplace to ensure that all staff feel:

- Safe – that is safe to share their concerns or worries as appropriate and safe to listen to others’ concerns and worries.
- That there is a constructive and positive approach towards supporting and/ or resolving issues so that there is a positive culture of support rather than one of dumping/ blaming.
- It’s Ok to have bad days and to go through periods of time when coping is more difficult.
- Valued and recognised for what they contribute.
- That their concerns are taken seriously and there is an intent to support.

We recognise that for teachers and SLT the workload stresses can feel overwhelming at times and there is little respite with a feeling of “too few hours in a day”. While this is a feature of the role in all schools, we try to mitigate some of this pressure through creating a very supportive environment with good teamwork.

We also recognise that for teachers and support staff, they may have commitments that take place within the school day and working in a school has an inflexibility governed by term times and the school day. We seek to be flexible, within reasonable boundaries and where practicable to allow staff small amounts of time out of school to attend to family or personal commitments beyond medical appointments, e.g. attending their children’s class assemblies/sports days on occasion, caring for an elderly relative, etc.

We also acknowledge the “extra-mile” that staff go on behalf of the school and their commitment to NKCPs and, as such, we allocate a small amount of “wellbeing time” each term to each individual member of staff. This is in the form of:

- An allocation of wellbeing time per term per member of staff;
- Staff meeting time for teachers that give time for their own tasks as teachers and subject leaders rather than in a formal meeting/ training – this allows time for tasks that may otherwise encroach on their own time, affecting work/life balance;
- Time out of class for subject leaders, SLT and SENCO that is taken at the discretion of the individual teacher in consultation with the head on the basis that their professionalism means they can make decisions about how much time is required;
- Options to work from home on PPA or online training where this works with other commitments in school;
- Sessions to meet with a coach / have supervision available for staff to self-refer each term;
- Leave given for personal commitments such as a child’s medical appointment/ elderly parent’s care, etc.