



Wellbeing Statement & Core Offer | 2020/21

For Woodhall Primary School, part of the Unity Schools Partnership

This statement should be read in conjunction with:

- Wellbeing and Positive Mental Health Policy
- Positive Relationships Policy
- USP Staff Wellbeing Policy

Date created:	November 2020
It was ratified by the Woodhall Primary School Local Governing Body on:	26 th November 2020
Date of next Review:	November 2021

WELLBEING STATEMENT & CORE OFFER | 2020/21

At Woodhall Primary School, we are committed to supporting the emotional health and wellbeing of all our children and staff, and our school community. Life's challenges and experiences will affect emotional health and wellbeing and at times, individuals may need additional emotional support. We believe that positive mental health is everybody's business and that we all have a role to play in understanding emotions, sharing concerns and worries and promoting self-esteem, confidence and emotional resilience. We support each other to be able to manage setbacks and make positive changes for the future.

We are committed to working as quickly as possible towards the ambition that all employees are entitled to and will receive the following wellbeing support:

Specialist Support

- Employee Assistance Programmes, including (e.g.) counselling, crisis support
- Independent Occupational Health provider
- Dedicated, specialist trust HR Team
- Qualified school nurses, offering termly drop in sessions to support staff with their own wellbeing
- Trust Wellbeing Lead

Targeted Support

- Supervision for all members of staff, but particularly for those in emotionally challenging roles e.g. designated safeguarding leads, Children and Families Support Manager, Emotional Literacy Support Assistants, Thrive practitioners
- Stress management toolkit for staff requiring support
- Regular wellbeing check-in meetings for staff requiring support

Universal Support

- A wellbeing lead – Colleen Ardley
- A wellbeing governor – Hazel Crane
- Mental Health First Aiders – Colleen Ardley/ Helen Arbon
- Dedicated spaces for staff to work and take breaks
- Opportunities to discuss ideas and concerns, e.g. staff wellbeing team, events committee, anonymous suggestion box etc.
- Appraisal meetings which include an opportunity to discuss workload and wellbeing
- A trust-wide Staff Wellbeing Policy
- A commitment to accommodate flexible working arrangements
- Leaders who engage with staff, are aware and take account of the main pressures on them, and are realistic and constructive in the way they manage staff, including their workload
- Staff led wellbeing activities e.g. weekly mediation sessions, yoga

- An annual wellbeing day
- Staff dress-down Fridays
- Other trust-wide policies including (but not limited to):
 - Alcohol & Substance Misuse Policy
 - Staff Absence Policy
 - Parental Leave Policy
 - Harassment and Bullying Policy
 - Whistleblowing Policy
- Staff incentive schemes, e.g. discounted gym membership, cycle to work scheme etc.
- Line management support, including mentoring, coaching and supervision
- An annual staff survey, including a focus on wellbeing, which is reported to governors and the trust board
- Return to work interviews, risk assessments for pregnant staff etc. with trained staff, in line with trust policies

MONITORING AND REVIEW

This current statement is reviewed annually by the headteacher and the governing body. The next review is due in November 2021.