

Workplace Health and Wellbeing Strategy

1. Introduction

- 1.1 Springhead School recognises the importance of supporting and promoting the health and wellbeing of all staff and that this can have a positive impact on their work performance and attendance.
- 1.2 Health relates to a person's physical and mental condition. Wellbeing is the subjective state of being healthy, happy, contented, comfortable and satisfied with one's quality of life. Mental wellbeing relates to a person's emotional and psychological wellbeing. This includes self-esteem and the ability to socialise and cope in the face of adversity. It also includes being able to develop potential, work productively and creatively, build strong and positive relationships with others and contribute to the community.
- 1.3 This strategy sets out the school's vision in relation to employee health and wellbeing. It is supported by an action plan, at appendix 1, which details the steps which the school is taking to maintain and promote the health and wellbeing of all staff.

2. Aims and objectives

- 2.1 Through this strategy the school aims to improve employee health and wellbeing and as a result:
- Develop a more motivated workforce who are able to deliver a better education for pupils of the school
 - Attract and retain high quality staff who make a positive contribution to the performance of the school
 - Improve the school's effectiveness by actively reducing staff absenteeism and turnover
 - Encourage staff to achieve a work-life balance suited to their personal circumstances
 - Create an environment where staff feel able to raise concerns regarding their health and wellbeing and to provide them with effective support where possible
- 2.2 This will be achieved through:
- Development of a culture which is supportive where employees feel that their contribution is valued

- The implementation of people management processes which are based on the principles of trust, equality and fairness
- Effective leadership which empowers employees and teams to work effectively
- A holistic approach to wellbeing including consideration of the impact which decisions and changes have on employees

2.3 The school recognises that a number of inter-related factors impact on employee health and wellbeing. The relative importance of these will depend on the circumstances of individual employees and may change throughout their lives and careers.

3. Responsibilities

3.1 The Governing Body are responsible for approving this strategy and ensuring that appropriate policies and arrangements are adopted to support the health and wellbeing of all staff.

3.2 School leaders are responsible for the implementation of this strategy and developing the school's action plan, in conjunction with employees. They are pivotal in ensuring a positive school culture and developing a supportive work environment which supports employees to achieve a reasonable work-life balance.

3.3 Employee involvement is key to the success of this health and wellbeing strategy and staff are encouraged to contribute to, and participate in, wellbeing initiatives, plans and targets, and to ask for help and support when they require it.

4. Review

4.1 The impact of this strategy will be monitored on an annual basis and a report made to the governing body.

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Appendix 1

Health and Wellbeing Action Plan

[school name] is committed to supporting and promoting the health and wellbeing of all employees within the school. This action plan has been developed and agreed to support this agenda. The plan covers the period [date] to [date].

Action	Measure of success	Inputs/Resources required	Timescale for completion	Progress made
<p><i>Example</i> Sign up for NY workplace wellbeing award</p>	<p>School achieves Bronze award by [date]</p>	<ul style="list-style-type: none"> • Management and employee time • Training and support for wellbeing champions • Meeting time to communicate with whole staff group 	<p>12 months</p>	<ul style="list-style-type: none"> • Application made • Champions identified • Health needs assessment undertaken