

Mental Health and Wellbeing Policy

Date: March 2026

Review Date: March 2028

Introduction

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.

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.

This strategy sets out the school's vision in relation to employee health and wellbeing.

The timescale for the implementation for this strategy is six months. It is supported by an action plan, at appendix 1, which details the steps which will be taken to maintain and promote the health and wellbeing of all staff.

Aim and Objectives

To ensure Springhead school provides a nurturing environment that promotes the mental health and wellbeing of students and staff, leading to better educational outcomes and a supportive school culture.

- Embed mental health and wellbeing into our ethos and culture.
- Provide early support and intervention for mental health issues.
- Foster a supportive and inclusive environment for all students and staff, where staff feel able to raise concerns regarding their health and wellbeing and to provide them with effective support where possible.
- Develop staff capacity and resilience to support mental health and wellbeing.
- Ensure that staff who are experiencing symptoms of the menopause are supported.
- Improve our effectiveness by actively reducing staff absenteeism and turnover.

How we will achieve our objectives:

- Ensure senior leadership commitment to health and wellbeing.
- Integrate mental health and wellbeing into our policies.
- Promote respect, kindness, and empathy among students and staff.
- Provide training on mental health and wellbeing for all staff – Where would this be sourced?
- Offer professional development opportunities focused on resilience and self-care.
- Establish a staff wellbeing committee.
- Provide access to mental health resources and Employee Assistance Programs (EAPs).
- Implement menopause guidance and action plan.
- Promote a healthy work-life balance for staff.
- Foster a supportive and collaborative work culture.

Responsibilities

The Trustees/ Governing Body – This will link to your scheme of delegation are responsible for approving this strategy and ensuring that appropriate policies and arrangements are adopted to support the health and wellbeing of all staff.

Academy/ School leaders – They 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 workplace culture and developing a supportive work environment which supports employees to achieve a reasonable work-life balance.

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.

Review

The impact of this strategy will be monitored on an bi-annual basis and a report made to the Governing Body.

Appendix 1

Health and Wellbeing Action Plan

Springhead school 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 September 2025 to September 2027.

Action	Measure of success	Inputs/Resources required	Timescale for completion	Progress made
<i>Example Ensure a Health and Wellbeing Lead is in post and qualified</i>	<i>Health and Well-being Lead in place and actively supporting initiative</i>	<ul style="list-style-type: none"> • Trustees / Governor commitment and support for senior leadership health and wellbeing • Management and employee time • Training and support for wellbeing Lead • Meeting time to communicate with whole staff group 	<i>6 months</i>	<ul style="list-style-type: none"> • Lead identified • Health needs assessment undertaken • Review and evaluation of current resources
<i>Carry out a Staff Health and Wellbeing Survey</i>	<i>Key actions identified and implemented from outcome of survey</i>	<ul style="list-style-type: none"> • Trustees / Governor commitment to enable SLT to support staff group with outcomes • Management and employee time for completing the survey • Wellbeing champions and SLT time to review outcomes and implement recommendations. 	<i>6 months</i>	<i>Pulse survey to 'check in' on progress and revisit any specific action points.</i>
<i>Implement a menopause policy</i>	<i>Management and employees have clear guidance on menopause initiatives</i>	<ul style="list-style-type: none"> • Management and employee time to implement actions • Trustees/ Governor commitment 	<i>6 months</i>	<i>Menopause policy adopted</i>