



Health and Wellbeing Policy (DRAFT: awaiting consultation with DLAT)

The Diocese of Leicester Academies Trust (DLAT) is a family of schools serving both Church and community where diversity is celebrated and respect and dignity are paramount. Our aspirations are high for the children we serve and we use our combined strengths in wisdom and fellowship to support them and each other to be successful. Our strong sense of community and collaboration ensures happiness, fulfilment and well-being are key, so that children know they are loved by God and in turn grow to love learning, to love life and to love others. Our ambition is for all our staff, children and schools to flourish, living life in all its fullness.

1. Introduction

- 1.1 The Diocese of Leicester Academies Trust (DLAT) are the employer of all staff within our academies and as such they recognise the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the Executive Head teacher and Heads of Schools in our partnership. Throughout this document, reference is made to the responsibilities held by the Executive Headteacher for operational purposes, although this may be delegated to the heads of School on a day-to-day basis. Ultimate responsibility rests with the Employer (DLAT).
- 1.2 Our schools, including our Local Governing Body (LGB) and the DLAT, are committed to promoting positive mental, physical and emotional wellbeing and will provide suitable support for all members of staff. Taking action to prevent ill health and promote good health makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale and productivity, which may disrupt or compromise student progress.
- 1.3 Members of the teaching and non-teaching staff are entitled to be treated fairly and professionally at all times. The Trust takes very seriously its duty of care as an employer to all members of staff and a number of policies and procedures have been made in relation to this duty.

These may include (and can be found in the staff handbook):

- Attendance and Absence Management Policy;
- Stress Management Policy;
- Health and Safety Policy;
- Equality of Opportunity Policy;
- Anti-Bullying Policy/Procedure;
- Harassment Procedure;
- Grievance Procedure;

- Whistleblowing Procedure.

Other policies contribute to staff wellbeing by providing certainty, fairness and consistency in the treatment of staff in different contexts, including for example:

- Financial Probity Policy;
- Pay Policy;
- Performance Management Policies for Teaching and Support Staff;
- Information, Records and Copyright: Policies and Procedures;
- Behaviour Policy;
- Safeguarding Children;
- Shared Parental Leave Policy
- Continuing Professional Development Policy;
- Alcohol/Drug Abuse Policy.

1.4 The Trust recognises the importance of workplace unions in promoting and maintaining a positive health and wellbeing environment.

2. Who This Policy Applies To

2.1 This policy will apply to all employees working in the four schools in our executive headship partnership: Croxton Kerrial CE Primary School, Redmile CE Primary School, St.Peter's CE Primary School (Wymondham), and Waltham-on-the-Wolds CE Primary School, including Waltham pre-school.

3. Aims

3.1 This policy aims to:

3.1.1 Provide a working environment which enables staff to work in an environment in which staff wellbeing is supported and which enables staff to carry out their duties effectively.

3.1.2 Recognise the key role of the senior leaders for their responsibilities by enabling access to guidance, training and support.

3.1.3 Encourage staff as individuals to accept responsibility for their own mental, physical and emotional wellbeing.

3.1.4 Comply with all statutory requirements.

3.1.5 Develop and maintain a positive health and safety culture through regular communication and consultation with staff and their trade union representatives on health and safety matters.

- 3.1.6 Develop an open culture in which mental, physical and emotional wellbeing is taken seriously and in which staff are supported in order that they may seek any help and support they need.
- 3.1.7 Ensure that all staff are aware of the policy through regular promotion on staff notice boards and electronic systems.
- 3.1.8 Identify the hazards that could lead to poor staff health and wellbeing and reduce these where possible.

4. Legislation

- 4.1 Pieces of legislation that will be considered when promoting positive mental, physical and emotional wellbeing, including, but not exclusively:
 - The Health and Safety at Work Act 1974;
 - The Equality Act 2010;
 - Working Time Regulations;
 - Employment Rights Act 1996;
 - Employment Relations Act 1999.

5. Responsibilities

5.1 DLAT's designated HR advisors (Stone King and Leics LA) shall:

- 5.1.1 Provide the necessary professional advice, support and training to the Employer/Governing Body and all Academy/School staff as and when required.
- 5.1.2 Assist with the referral of staff to Occupational Health, Counselling or mediation when appropriate.
- 5.1.3 Assist in the formulation of return-to-work programmes and provide advice on the implementation of statutory requirements.

5.2 The Employer and senior school leaders shall:

- 5.2.1 Ensure this policy is implemented and procedures are in place that recognise and deal with the issue of common mental and physical health problems, which will include: consideration of organisation of work; health risk assessment where appropriate; early recognition for staff with common mental and physical health problems (which may require training); and interventions that include short-term rehabilitation and return-to-work plans and longer-term reasonable adjustments.
- 5.2.2 Actively demonstrate recognition and acceptance of common mental and physical health problems by creating an environment where staff feel comfortable in asking for help.

- 5.2.3 Act early and provide consistent support.
- 5.2.4 Enlist the support of the DLAT HR function and Occupational Health, when appropriate, and ensure staff are able to access this support.
- 5.2.5 Ensure that staff roles and responsibilities are clearly defined.
- 5.2.6 Attend regular training on health and wellbeing in schools.
- 5.2.7 Ensure that all policies are assessed for workload impact.
- 5.2.8 Take into account the equality implications of any policies introduced and monitor on a regular basis.
- 5.2.9 Develop a wellbeing strategy, in consultation with the workplace unions, to include a provision of benefits offered to staff.
- 5.2.10 Provide opportunities for staff to participate in free annual health checks, should they so desire.
- 5.2.11 Ensure the policy is monitored, evaluated and reviewed with the recognised workplace unions on an annual basis, in the light of changing needs and legislative frameworks.

5.3 The Executive Head teacher shall:

- 5.3.1 Recognise the value of good management practice with systems in place to effectively manage staff and encourage a partnership approach with staff, workplace unions and each school's health and safety representatives.
- 5.3.2 Foster a supportive work environment, operating in a fair and consistent manner.
- 5.3.3 Promote a healthy workplace and practices that ensure that members of staff are able to develop a healthy mind.
- 5.3.4 Pay attention to any indication of changes in performance or behaviour in staff and promote sympathetic alertness to staff who show signs of being under stress.
- 5.3.5 Understand the differing needs of staff, at different points and events during their life cycles, and offer support accordingly, if and when required. This may include support for pregnant women, older women during the menopause, and those with caring responsibilities.

- 5.3.6 Follow agreed procedures when there are concerns or absence due to work related stress and other mental-health problems.
- 5.3.7 Ensure that a return-to-work policy is established in the workplace that is supportive of staff both while absent and upon return to work.
- 5.3.8 Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.
- 5.3.9 Ensure that all staff have access to regular training sessions on health and wellbeing in schools, including practical sessions to deal with mental, physical and emotional wellbeing issues, and that they are given the appropriate time and resources to undertake this.
- 5.3.10 Carefully plan and agree work-life balance solutions including flexible working practices where possible and appropriate.
- 5.3.11 Demonstrate commitment, via systems and practices in place in our schools, to employees maintaining a good work/life balance, and ensure that such practices are communicated to all staff.
- 5.3.12 Manage pressures which may affect staff, including the impact of workload pressures, and anticipate likely problems, taking action to reduce the effects of these pressures where possible.
- 5.3.13 In consultation with the workplace unions, conduct an annual survey of staff, including a section on health and wellbeing, and share and act upon results.

5.4 Senior Leaders/Line Managers shall:

- 5.4.1 Foster a supportive work environment, operating in a fair and consistent manner.
- 5.4.2 Pay attention to any indication of changes in performance or behaviour in staff and promote sympathetic alertness to staff who show signs of being under stress.
- 5.4.3 Follow agreed procedures when there are concerns or absence due to work-related stress and other mental health problems.
- 5.4.4 Ensure that a return-to-work policy is established in the workplace that is supportive of staff both while absent and upon return to work.
- 5.4.5 Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.
- 5.4.6 Attend regular training on health and wellbeing in schools.

5.4.7 Communicate work-life balance practices to all staff and manage pressures which may affect staff and anticipate likely problems, taking action to reduce the effects of these pressures where possible.

5.4.8 Demonstrate commitment to staff by encouraging a good work/life balance.

5.5 Staff should:

5.5.1 Seek support or help when they think they are experiencing a problem, if possible, to a clearly identified line manager or named individual.

5.5.2 Act in a manner that respects the health and safety needs of themselves or others whilst in the workplace.

5.5.3 Consider wellbeing support mechanisms offered by the Trust; e.g. counselling.

5.5.4 Consider attending training on health and wellbeing issues where they feel that this is appropriate.

5.5.5 Where possible, be watchful of any indication of changes of behaviour in colleagues and promote sympathetic alertness to colleagues who show signs of stress.

6. Support Mechanisms

6.1 Counselling

6.1.1 Counselling can be provided where appropriate through the Trust's insurance provider. This will be a confidential, independent service using professionally qualified counsellors.

6.1.2 Staff can access the Counselling Service by contacting them directly from the information given to them at the start of the agreement with the insurance provider.

6.2 Mediation

6.2.1 In addition to the Counselling Service there is also a mediation service in order to assist employees to return to normal working relationships. Where this service is appropriate it will be discussed with the employees affected by the situation.

6.3 Teacher Support Network

6.3.1 The Teacher Support Network is a group of independent charities and a social enterprise that provides practical and emotional support to staff in the

education sector and their families. Information, support and coaching is offered to all staff. The Teacher Support Network provides over 1000 factsheets covering a wide range of issues including money advice, how to cope with bereavement, mental health, diet and nutrition and how to manage stress. To access the free support line, staff can call 08000 562 561, or for more information go to <http://teachersupport.info/>

6.4 Occupational Health

- 6.4.1 The schools have access to the Leics LA Occupational Health provider; this is a cost charged to the school not the employee. This will enable an employee to discuss any concerns about their health and wellbeing with a nurse or doctor trained in occupational medicine. This is an opportunity to discuss any health condition and get feedback about managing or improving that condition to help an employee to carry out their duties or return to work. The information given is entirely confidential and will not be shared with the LGB or members of staff within the school.

Useful Websites

Acas www.acas.org.uk

Information on stress, and employer and employee rights, in the workplace

Alcoholics Anonymous www.alcoholics-anonymous.org.uk

Fellowship of men and women who share their experience, strength and hope with each other to recover from alcoholism.

Carers UK www.carersuk.org

The voice of carers

CBI www.cbi.org.uk

Guidance to businesses on managing stress at work

Department of Health www.gov.uk/government/organisation/department-of-health

Information on dealing with stress and mental health problems, including the use of Cognitive Behavioural Therapy (CBT)

Dignity at Work Partnership www.dignityatwork.org

Information and guidance on bullying in the workplace

The Equality and Human Rights Commission www.equalityhumanrights.com

The commission is working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society.

Gingerbread www.gingerbread.org.uk

Gingerbread and One Parent Families have now merged to provide better support and a bigger voice to 1.8 million lone parents and their children throughout England and Wales.

HSE <http://www.hse.gov.uk/stress/standards/>

Information on the stress management standards

Local Government Employers www.local.gov.uk

Guidance for all councils on stress prevention and management

Mindful Employer www.mindfulemployer.net

Information and guidance on managing stress and mental health in the workplace

NASUWT www.nasuwt.org.uk

Information on a whole range of issues related to stress and wellbeing

NHS 111 <http://www.nhs.uk/111>

National Health Service advice and guidance on health matters

Princess Royal Trust for Carers <http://www.carers.org>

Here to improve carers' lives by fighting for equality and recognition for carers.

Relate <http://www.relate.org.uk>

UK's largest provider of relationship counselling and sex therapy.

Samaritans <http://www.samaritans.org>

Offers confidential, non-judgemental support to individuals.

Teacher Support Network

<http://teachersupport.info>

Work Life Balance Centre <http://www.worklifebalancecentre.org>

Exists to help people restore control over their workload and working lives we enable them to cut down overworking and so make new decisions about how they spend their time.

World Health Organisation

http://www.who.int/occupational_health/publications/en/oehstress.pdf Publication on work organisation and stress