



Sample Staff Mental Health and Wellbeing Statement of Intent

We recognise that the mental health and wellbeing of everyone who works at Sample is of utmost importance. To this end, we are committed to a wide-ranging, inclusive and strategic approach to supporting all of our people.

By doing this, we will ensure that staff are well placed to exercise their responsibilities to the children and the federation to the very best of their ability. It will ultimately lead to better outcomes and the working environment at Sunflower Federation being the best that it can be.

We recognise that in order to achieve this, we all need to be empathetic and work together. Our core purpose is to educate children and to do this to the best of our ability and within the parameters of the system that we work in. We understand that staff have vastly different experiences to draw upon which, where appropriate, may make our work even more effective. Therefore all staff need to be supported and empowered to create the conditions to make the working environment as positive and supportive as possible.

What will be the impact?

It is widely accepted that having a positive working environment where staff are supported to take their own wellbeing seriously has a significant impact on the success of that organisation. This is especially true in high pressure, high accountability and caring environments like schools. An environment where staff wellbeing is taken seriously is not only more productive, but it also makes it more attractive to high calibre job applicants and leads to less staff turnover and absence. This, in turn, makes it a more sustainable and successful organisation.

What We Consider Staff Wellbeing to Be

<u>Wellbeing Is</u>	<u>Wellbeing Isn't</u>
<ul style="list-style-type: none">• <i>The right to be seen, felt and heard</i>• <i>For everyone</i>• <i>An individual responsibility as well as a collective one</i>• <i>Different for different people</i>• <i>Complicated and multifaceted</i>• <i>Strategic</i>• <i>Developmental</i>• <i>About boundaries and balance</i>	<ul style="list-style-type: none">• <i>Grand gestures and one offs</i>• <i>Tokenistic</i>• <i>Necessarily the same for everyone</i>• <i>An opportunity to complain about others or create discord</i>• <i>Something that is done to people</i>• <i>Something that prevents or inhibits our core duty</i>

Wellbeing System and Structure at Sample

This is designed to be strategic, to enable effective multi-way communication, ensure that all voices are heard and to ensure that the wellbeing of staff enhances our core purpose.

Statement of Intent

(This document)

Strategic Overview

An annual strategic calendar of key wellbeing events, such as the survey, wellbeing core group meetings, Governor input, CPD sessions

Wellbeing Core Group

This will consist of 6-7 members taken from both schools, a member of the SLT, ideally a Governor (who will attend for part of each meeting), two representatives of the Wellbeing Staff Space and an independent wellbeing champion (currently Better Balance Education). The core group's role will be strategic and will meet half-termly in the first instance.

Wellbeing Staff Space

The Wellbeing Staff Space will be an inclusive, informal and welcoming place for all to share their experience and support each other. They will also suggest ways in which the core group can steer the strategic direction of wellbeing to support all. They will meet regularly at a time that works for the safe and efficient operation of the federation and also recognises the importance and value of the work. They may signpost staff to activities or services that will benefit them. Through this, they will also contribute to policy and practice. The wellbeing staff space group will be instrumental in running the annual staff survey.

Annual Staff Survey

This will be anonymous and conducted at the same time every year. It will be bespoke, detailed and will be designed in such a way that it records both quantitative information (that can be used to measure impact over time) and qualitative information. It will be able to report on the feelings, thoughts and perceptions of different staff groups and give detailed analysis of this. In the analysis, nobody will be able to be individually identified. For openness and transparency, it will be conducted by the external wellbeing champion in the first instance.