CARWARDEN HOUSE COMMUNITY SCHOOL

Wellbeing Strategy

Reviewed annually by FTB

Adopted by Trustee Body:	Spring Term 2024
Due for Review:	March 2025
Signed:	Chair of Trustees

Introduction

Carwarden House School's Wellbeing Strategy has been developed in partnership with staff, students and other stakeholders to promote and encourage health and wellbeing of everyone in our community. The strategy is endorsed and supported by the Trustee Body. In accordance with our vision and values it is acknowledged that wellbeing is of paramount importance and is a strategic priority. Wellbeing is an important factor in the job satisfaction of staff and is therefore a leadership and management issue for our school. We also acknowledge that it is key to our students' educational success.

This strategy is designed to bring existing staff and student wellbeing issues to the forefront. We seek to create an organisational culture where negative wellbeing issues are identified, minimized and managed before they affect the wellbeing of any member of our community. We have a clear aim to promote the positive aspects and ideas associated with health and wellbeing within school and accept that emotional wellbeing and positive mental health is the responsibility of all.

Further information to support staff wellbeing and mental health can be found at the end of the strategy (page 4).

Our mission – aims of the strategy

The main principles relating to promoting a healthy workplace and improved health and wellbeing of staff at Carwarden are:

- Prevention of illness and promotion of wellbeing for staff and students alike.
- Early intervention for those who develop a health condition.
- Ability for staff to access a comprehensive Occupational Health Service.
- Provide students with access to high quality teaching & learning opportunities.
- Promote good practice across the school.
- Promote health and wellbeing through its management policies, support services, information networks and health promotions.
- Prevent, so far as is practicable, those circumstances detrimental to mental health and wellbeing.
- Focus on promotion of wellbeing.

Confidentiality

While all dealings with staff and students are subject to the school's policy on confidentiality it must be emphasised that this is often of paramount importance with regard to those experiencing mental health difficulties. However, it must also be emphasised that confidentiality may be necessarily breached in certain circumstances where the individual is deemed to be a risk either to him/herself or to other people. If there is a conflict between these two statements, then it should be stressed that the safety of the individual or the safety of other members of our community takes precedence over confidentiality.

Key Indicators



Monitoring

Termly reports are produced by the Admin/HR Team. These are shared with SLT and reported to Trustees as part of both AR&R and FTB meetings. It reports and monitors:

- Sickness absence
- Reasons for absence
- Staff turnover
- Agency and overtime spend
- Mandatory training
- Induction attendance
- Equality data.

The SLT and Trustees monitor the response rates to questions on health and wellbeing in the annual staff and student surveys and produce appropriate action plans on sharing improvements and addressing the concerns raised.

Further information to support staff wellbeing and mental health can be found here:

https://strictlyeducation.optimise.health/#/
This website provides a range of information and guidance to help you improve your wellbeing.

https://www.nhs.uk/nhs-services/mental-health-services/
Find out how to access NHS mental health services and where to get urgent help.

https://www.nhs.uk/conditions/occupational-therapy/
Occupational therapy aims to improve your ability to do everyday tasks if you are having difficulties.

https://able-futures.co.uk/individuals
Able Futures can help you manage your mental health at work.

https://www.gov.uk/guidance/mental-health-and-wellbeing-support-in-schools-and-colleges
Find out what help you can get to develop a whole school or college approach to mental health and wellbeing.

https://www.mentallyhealthyschools.org.uk/resources/
Mentally Healthy Schools brings together quality-assured mental health resources, information and advice for schools and further education settings.

https://www.mentalhealthatwork.org.uk/
With plenty of tools, resources, and stories, Mental Health at Work makes navigating the workplace mental health landscape easy.

https://www.mind.org.uk/workplace/mental-health-at-work/
Looking after your wellbeing when you are at work is so important. Read tips on burnout, working remotely, and looking after your staff.