

**includEd Learning**

**Independent Specialist Education Provider**



# STAFF WELLBEING POLICY

## **Purpose**

As the employer of staff at IncludEd Learning, the Advisory Panel recognises the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the Head of Centre, and the Senior Leadership Team. Throughout this document, reference is made to the responsibilities held by the Head of Centre for operational purposes.

IncludEd Learning is 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.

Members of the teaching and non-teaching staff are entitled to be treated fairly and professionally at all times. IncludEd Learning 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 are detailed in the Employee Handbook and Staff Code of Conduct. Available on the staff internal drive.

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

## **Who This Policy Applies To**

This policy will apply to all employees working in IncludEd Learning.

## **Aims**

This policy aims to:

- 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.
- Recognise the key role of the Head of Centre/Senior Leaders for their responsibilities by enabling access to guidance, training and support.
- Encourage staff as individuals to accept responsibility for their own mental, physical and emotional wellbeing.
- Comply with all statutory requirements.
- Develop and maintain a positive health and safety culture through regular communication and consultation with staff on health and safety matters.
- 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.

- Ensure that all staff are aware of the policy through regular promotion on staff notice boards and electronic systems.
- Identify the hazards that could lead to poor staff health and wellbeing and reduce these where possible.

## **Legislation**

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.

## **Responsibilities**

IncludEd Learning will provide the necessary professional advice, support and training to the Advisory Panel and all staff as and when required.

- Assist with the referral of staff to occupational health, counselling or mediation when appropriate.
- Assist in the formulation of return-to-work programmes and provide advice on the implementation of statutory requirements.
- 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.
- Actively demonstrate recognition and acceptance of common mental and physical health problems by creating an environment where staff feel comfortable in asking for help.
- Act early and provide consistent support.
- Enlist the support of IncludEd's HR support and occupational health, when appropriate, and ensure staff are able to access this support.
- Ensure that staff roles and responsibilities are clearly defined.
- Attend regular training on health and wellbeing in schools.
- Ensure that all of IncludEd Learnings policies are assessed for workload impact.
- Take into account the equality implications of any policies introduced and monitor on a regular basis.
- Develop a wellbeing strategy, in consultation with the workplace unions, to include a provision of benefits offered to staff.
- 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.

The Head of Centre shall:

- 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 the school's wellbeing committee and safeguarding.
- Foster a supportive work environment, operating in a fair and consistent manner.
- Promote a healthy workplace and practices that ensure that members of staff are able to develop a healthy mind.
- 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.
- 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, women during the menopause, and those with caring responsibilities.
- Follow agreed procedures when there are concerns or absence due to work related stress and other mental-health problems.
- 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.
- Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.
- 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.
- Carefully plan and agree work-life balance solutions including flexible working practices where possible and appropriate.
- Demonstrate commitment, via systems and practices in place in IncludEd Learning, to employees maintaining a good work/life balance, and ensure that such practices are communicated to all staff.
- 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.
- Conduct an annual survey of staff, including a section on health and wellbeing, and share and act upon results.

Senior Leaders/Line Managers shall:

- Foster a supportive work environment, operating in a fair and consistent manner.
- 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.
- Follow agreed procedures when there are concerns or absence due to work-related stress and other mental health problems.

- Ensure that a sickness absence policy is established in the workplace that is supportive of staff both while absent and upon return to work.
- Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.
- Attend regular training on health and wellbeing in schools.
- 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.
- Demonstrate commitment to staff by encouraging a good work/life balance.

Staff should:

- Seek support or help when they think they are experiencing a problem, if possible, to a clearly identified line manager or named individual.
- Act in a manner that respects the health and safety needs of themselves or others whilst in the workplace.
- Consider wellbeing support mechanisms offered by IncludEd Learning; e.g. counselling.
- Consider attending training on health and wellbeing issues where they feel that this is appropriate.
- Where possible, be watchful of any indication of changes of behaviour in colleagues and promote sympathetic alertness to colleagues who show signs of stress.
- Support Mechanisms.

## **Counselling**

Counselling is provided by Peninsula Health Assured. This will be a confidential, independent service using professionally qualified counsellors.

Staff can access the counselling service by contacting the Head of Centre or by accessing the information displayed around the building.

## **Mediation**

In addition to the counselling service we would explore mediation in order to assist employees to return to normal working relationships. Where this service is appropriate it will be discussed in a welfare meeting with the employees affected by the situation.

## **Teacher Support Network**

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 TNetwork 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/>.

## Occupational Health

IncludEd Learning has access to an occupational health provider. This enables 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.

This procedure is reviewed annually to ensure compliance with current regulations.

## Useful Websites

Acas [www.acas.org.uk](http://www.acas.org.uk)

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

Alcoholics Anonymous [www.alcoholics-anonymous.org.uk](http://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](http://www.carersuk.org)

The voice of carers

CBI [www.cbi.org.uk](http://www.cbi.org.uk)

Guidance to businesses on managing stress at work

Department of Health

[www.gov.uk/government/organisation/department-of-health](http://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](http://www.dignityatwork.org)

Information and guidance on bullying in the workplace

The Equality and Human Rights Commission [www.equalityhumanrights.com](http://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](http://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](http://www.local.gov.uk)

Guidance for all councils on stress prevention and management

Mindful Employer [www.mindfulemployer.net](http://www.mindfulemployer.net)  
Information and guidance on managing stress and mental health in the workplace

NASUWT [www.nasuwt.org.uk](http://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.

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

## Approval and Adoption

This policy has been reviewed and approved by:

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| <b>Noreen Khan / Advisory Panel</b> |
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Head of School / Advisory Panel

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| <b>(Date): 09.01.26</b> |
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# Staff Wellbeing Action Plan 2026-2028

| Aim   | Action  | Responsibility        | Monitoring & Evaluation   | Resources              |
|---|---|-----------------------|---|------------------------|
| Support staff through training and guidance on the different areas within staff wellbeing and how to measure and work on these.                   | Lead staff training sessions and share resources for staff to trial and use.  | Whole school approach | Positive feedback from training session.<br><br>More training and support required on healthy eating.   | £500<br>Training       |
| Promote staff understanding about personal wellbeing and the role they play in promoting it for themselves and other members of staff.            | Create a wellbeing information display within the school and have training sessions on different areas of staff wellbeing   | Whole school approach | Create a wellbeing information display in the school and have training sessions on different areas of staff wellbeing.                              | £200                   |
| Raise staff awareness of the Peninsula Health Assured App and wellbeing resources available.  | Update the wellbeing display regularly to ensure information is available and engaging.<br>Encourage support mentoring to ensure wellbeing is given time and respect. | SLT                   | Staff seem more familiar with wellbeing resources and wellbeing is being discussed more frequently.   | Health Assured App     |
| Work with SLT to ensure wellbeing is valued and SLT are aware of supportive ideas for staff wellbeing - i.e. mental health afternoons on Fridays. | Meet regularly with SLT to look through staff wellbeing progress and feedback and ensure resources are available to enable staff wellbeing.                           | SLT                   | SLT are fully supportive of encouraging and supporting staff wellbeing.<br><br>Positive discussions surrounding progress in wellbeing. Ongoing aim. | £1000<br>Team Building |



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|---|---|-----------------------|--|--|
| Build resilience within the staff   | Using the Resilience Toolkit staff will be trained in resilience techniques and provided with resources to develop their own resilience   | Whole school approach | Staff have received training and resources from the Resilience Toolkit. Ongoing aim.<br>Toilet available on staff shared drive   | Resilience Training Resilience Toolkit |
| Create a staff environment where staff wellbeing is valued, encouraged and respected. | Through a supportive mentoring system all staff have someone supporting their wellbeing. Encourage all staff to respect each other's wellbeing needs (for example, leaving earlier to go to the gym) and to actively encourage this in each other. Model ways to think about the wellbeing of others and the positive atmosphere this brings to all (for example, making someone else a drink each morning when you make one for yourself). | Whole school approach | Staff have commented on the changing atmosphere amongst the staff team and feel more trusted to be completing their work at times that work around their own wellbeing. Ongoing aim. | £2000 Team Building Days               |