

St. Edmund's Well Being Policy

The Wellbeing Programme

The Well Being programme is designed to support St. Edmund's in identifying factors that create negative stress and to help staff put into place strategies to address these.

ALL staff within the school are involved because it is important that everyone is included and that their voice can be heard.

At St. Edmund's we feel that by working together to prevent pressure turning into stress and promoting the health and well-being of the whole staff, our school is a place where colleagues support one another, where communication is effective and open and where difficulties can be resolved and addressed before they lead to crises.

Aims

The aims of the well-being programme are:

- i) To make sustainable improvements in the well-being of all staff working at St. Edmund's school.**
- ii) To promote supportive and well-informed managerial practice which develops St. Edmund's as a healthy workplace.**
- iii) To enable staff as individuals and in groups to manage successfully the pressures they face .**

Well-Being Facilitator

The school has a well-being facilitator, Clare Chadwick, whose role it is to assist and communicate well-being issues at St. Edmund's.

The facilitator shall attend relevant training and keep up to date with developments in well-being good practice.

The Headteacher

The headteacher fully supports the Well-being programme and ensures the policy is implemented, reviewed, monitored and evaluated.

Equal Opportunities

St. Edmund's is committed to equal opportunities for all. All staff are involved in the Well-being initiative.

Resources

The facilitator has information about the well-being programme and also has access to additional resources and support material which may be useful.

Working Together at St. Edmund's

The programme encourages school and individual self evaluation as key in the process of implementing well-being.

At St. Edmund's our goal is to support and promote effective communication, develop emotional intelligence and continue our personal and social development.

Proven positive outcomes of the programme in other schools have included:

- i)Improved recruitment and retention of staff.**
- ii)A decrease in absence rates.**
- iii)Improved staff motivation.**
- iv)Improved workplace communication.**

Policy Review

This policy was proposed in June 2003 and shall be reviewed on a regular basis.