



## St Werburgh's Church of England (Voluntary Aided) Primary School

Name of policy:	Mental Health & Wellbeing Policy for Staff
Source:	Ann Alton & Angela Barradell
Date written:	09/20
Date of FGB approval:	22/09/21
Date for review:	09/22



## **Mental Health & Well Being Policy for Staff**

### **Policy Statement**

*Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. (World Health Organization)*

In our school our Christian vision shapes all we do. Our school vision is at the heart of our school: We want everyone to be the best person that they can possibly be and to know that they have a valuable place in God's world. This vision includes our staff

### **Scope**

This document describes the school's approach to promoting positive mental health and wellbeing.

The policy aims to:

- Promote positive mental health and wellbeing in all staff
- Increase understanding and awareness of common mental health issues see appendix 1
- Ensure staff know the early warning signs of poor mental health and realise that they have a responsibility to manage their own mental health and well being appendix 2
- Provide support to staff working with young people with mental health and wellbeing issues and the impact this might have on staffs' mental health and wellbeing
- Provide support to staff suffering mental ill health

### **Lead Members of Staff**

Whilst all staff have a responsibility to promote the mental health of pupils. Staff with a specific, relevant remit include:

Mrs Ann Alton - Safeguarding Officer

Mrs Angela Barradell - Mental Health and Emotional Wellbeing Lead and Learning Mentor/Deputy Safeguarding Lead

Mrs Janice Pearce - Lead First Aider

Mrs Ann Alton – Continuous Professional Development Lead

Mrs Rachael Birch – School Business Manager

Mrs Sara Krohl – Mental Health Governor

The head teacher will:

- Provide training on mental health and well being
- Sign post staff appropriately to support services
- Refer to occupational health if needed
- Make reasonable adjustments if these are consistent with the needs of the school
- Recognise pinch points in the school year and assist staff to manage their time
- Arrange debriefing/support sessions for all staff working in classes with pupils who have complex medical needs/challenging behavioural needs with Angela Barradell
- Arrange debriefing/counselling with a trained professional for all staff involved in a significant incident

As staff we will seek to keep in mind the mental health and wellbeing of our colleagues by:

- Checking out with each other if everyone is ok or needing assistance- teams should support each other
- Keeping in mind the protocols agreed in each team re emailing and texting
- Realising that everyone makes mistakes, learn from them and move on
- Work together as a team- there is no I in team
- Organising events for staff to come together informally

Any member of staff who is concerned about their mental health should:

- Initially seek support from a member of their team/trusted colleague to see if any advice/adjustments can be made within the team to support them
- Talk to the head teacher to let them know what difficulties you are experiencing. The head will look for ways to support you
- If symptoms persist visit your doctor
- It may be that school wish to refer you to Occupational Health (OH). This is a supportive measure. OH suggest reasonable adjustments that can be made to support individuals. After the report is received the head teacher will endeavour to action any reasonable adjustments but please be advised that recommendations from occupational health are merely advisory.
- You may be asked to attend wellness meetings. You may bring a friend to support you at these meetings. These meetings are to provide further support
- Should your mental health reach the point that you need to go off sick you will be managed by the absence procedure.

## Signposting

- Had a bad day phone number-
- SAS Schools Advisory Service- booklet in staffroom and Business Managers office
- Depression Alliance on line support [www.depressionalliance.org/information/what-depression](http://www.depressionalliance.org/information/what-depression)
- Anxiety online support [www.anxietyuk.org.uk](http://www.anxietyuk.org.uk)
- Obsessions and compulsions online support [www.ocduk.org/ocd](http://www.ocduk.org/ocd)

## Appendix 1 - Types of mental illness

mood disorders (such as depression or bipolar disorder)

anxiety disorders.

personality disorders.

psychotic disorders (such as schizophrenia)

eating disorders.

trauma-related disorders (such as post-traumatic stress disorder)

substance abuse disorders.

## Appendix 2- Five Warning Signs of Mental Illness

Long-lasting sadness or irritability.

Extremely high and low moods.

Excessive fear, worry, or anxiety.

Social withdrawal.

Dramatic changes in eating or sleeping habits.