

Richard Hale School Wellbeing Strategy



Mission Statement:

Richard Hale School is committed to supporting the wellbeing of all its stakeholders. The aim of the school wellbeing strategy is to identify opportunities to further support the wellbeing of its staff and students. Regular audits of staff wellbeing will be used to identify pinch points, where possible to reduce workload, opportunities for staff to socialise, to provide support when it's needed, and to ensure a positive work-life balance can be sustained for all, while maintaining and delivering outstanding education and provision for all its students.

Leading Change	Working Together	Understanding need	Promoting wellbeing	Supporting staff
➤ Commitment to maintaining wellbeing as part of improvement strategy. ➤ School Leaders signpost information for governors, staff, students, parents & carers.	➤ Regular Wellbeing Committee meetings, once per term ➤ Committee collaborates to ensure all stakeholders are involved in wellbeing decisions and changes. ➤ Establish links with outside agencies to ensure support is available for all staff, students and parents.	➤ Annual Staff Wellbeing survey to help leaders measure wellbeing ➤ Staff Wellbeing Champion role, provides additional communication channels for staff to share needs (peer to peer).	➤ The Five Ways to Wellbeing are promoted and regularly shared to remind staff of self-care. ➤ Informal Peer to peer support provided by Wellbeing champions ➤ Embed wellbeing as part of curriculum and language ➤ Establish a safe and friendly environment for all staff and students.	➤ Key staff trained in mental health first aid ➤ Employee assistance programme for all staff (24/7 helpline available) – posters in washrooms. ➤ Occupational Health referrals can be made to help support phased returns or return from long term absence.
Implementation:				
➤ Leaders have maintained online parent evenings, improving efficiency, helping with staff wellbeing. ➤ Workload reduction working party providing scope to identify efficiency gains.	➤ Wellbeing Committee staff: meet once a term to monitor wellbeing strategy and implementation ➤ Social events at the end of the Christmas and Summer term take place at The Black Horse pub and the Hertford Club ➤ Refreshments are provided at events throughout the year, such as Parent Evenings, Open Evenings etc.	➤ Initial survey to gain insight into potential areas of development ➤ Staff wellbeing questionnaire sent annually to staff to measure wellbeing ➤ Results analysed, amends to strategy communicated and	➤ CPD is supported where possible. ➤ Support Staff (after 6 months employment) granted Wellbeing Day. (An additional day off during the year)* ➤ Free tea, coffee and biscuits are available in the staff room at all times.	➤ Sue Homan available for general HR concerns and signposting. ➤ Personal requests for staff absence are supported where possible. ➤ Staff can attend all House Competitions, School productions and music events for free. ➤ Personal parcels can be delivered to the school.

➤ Regular communication signposts Govs, Staff, Parents and students to available provision both in and outside school, proactively, rather than reactively. ➤ Promotion of the Wellbeing Committee on the website ➤ Update the Vacancy website page to include and incorporate all the staff benefits and focus on wellbeing. ➤ All staff inductions to promote wellbeing ➤ Staff House Events communicated across the school (incl. student bulletin) – promoting inclusivity.	➤ Staff are all provided with a free lunch on INSET days to enable staff to socialise and collaborate. ➤ Staff assigned to Houses to establish calendar of House competitions to facilitate socialising and greater opportunity for new staff to get to know the wider community. From Staff Quiz to Staff Badminton/Pickleball. ➤ Staff social events organised by the wellbeing committee and communicated in staff Line. ➤ Staff workload improvements and efficiencies communicated regularly via Google Classroom. Tasks reviewed regularly to identify AI, streamlining or digitising of tasks where possible. ➤ In-house Drop-in and training offered to up-skill staff new to posts on admin efficiencies.	implemented, where possible. ➤ Return To Work meetings carried out to support staff following all periods of absence. Early identification of support or wellbeing need.	➤ Pre-made Tea and coffee is available in the dining hall at break and lunch. ➤ Free Flu vaccinations for all staff. ➤ Fitness suite is available to all staff before and after school (induction provided) Mon-Fri 6.30am-8.30am and 3.20pm-5.15pm. ➤ Free Yoga/Pilates afterschool – Thursday @4.30pm. ➤ INSET in December is dedicated to Staff Wellbeing activities, further promoting importance. ➤ Events organised for Women’s Health and Men’s Health months in October and November ➤ Feel Good February: a week of resource sharing, to support staff with their own personal wellbeing. Communications focus on sharing of strategies to de-stress, breathe, time-management etc.	➤ Free sanitary products available in female toilets. ➤ Teaching staff granted leave at 2.30pm if no P5 lesson. ➤ Bike to work scheme is in place to support staff wishing to travel to work on two wheels.
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