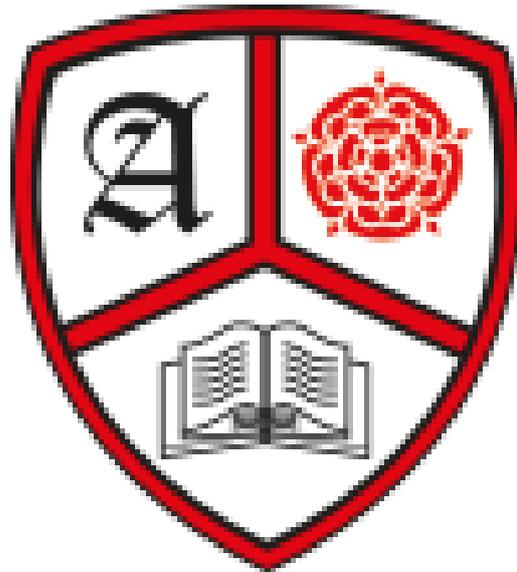


Anderton Primary School



Staff Mental Health and Well-Being Policy

November 2019

Policy Statement

Anderton Primary School wants to ensure that staff are supported and encouraged to develop personally and professionally. We recognise that staff mental health and well-being is important to pupil achievement and the school's performance. Anderton Primary School is committed to making sure that this Staff Mental Health and Well-Being Policy is implemented so that each individual is able to cope successfully with the demands in their lives, whatever the cause of stress. The purpose of this policy is to maintain a school ethos which supports staff health and well-being by making sure all its employees are treated fairly and consistently.

At Anderton Primary School the curriculum is designed to recognise children's prior learning, provide first hand learning experiences, allow the children to develop interpersonal skills, build resilience and become creative, critical thinkers. Our core values of perseverance, self-reflection, respect, trust and kindness are embedded into the curriculum.

Every child is recognised as a unique individual. We celebrate and welcome differences within our school community. The ability to learn is underpinned by the teaching of basic skills, knowledge, concepts and our five core values. We constantly provide enhancement opportunities to engage learning and believe that childhood should be a happy, creative, investigative and enquiring time in our lives where there are no limits to curiosity and there is a thirst for new experiences and knowledge. We promote positive attitudes to learning which reflect our core values and skills needed to promote responsibility for learning and future success.

Community involvement is an essential part of our curriculum as we celebrate local traditions, learning new skills to enable the children to take an active role in events throughout the year.

At Anderton we explore, we create, we innovate!

Scope

This document describes the approach, at Anderton Primary School, to promoting positive staff mental health and well-being. This policy is intended as guidance for all staff including non-teaching staff and governors.

The Policy aims:

- To develop a healthy, motivated workforce who are able to deliver a high standard of education to pupils.
- To help ensure that our school promotes the health and well-being of all staff members, recognising the impact work can have on employees' stress levels and mental and physical health.

- To recognise that excessive hours of work can be detrimental to staff health and effectiveness and to agree on flexible working practices where possible without damaging opportunities for pupils to succeed.
- To communicate the importance of a life-work balance to all staff, and to ensure that all policy updates are communicated regularly.
- To respond sensitively to external pressures which affect the lives of staff members.
- To improve staff development, co-operation and teamwork by creating effective leaders.
- To make staff members aware of the channels which can be used to manage and deal with stress or work related health and well-being issues.

Role of Staff