

School Name: Alperton Community School

TWA Status: Shortlisted



Amplification:

The school recognises the importance of promoting staff mental health and wellbeing, equally to physical health. Supporting and promoting the mental health and wellbeing of staff is considered an essential component of a healthy school.

Here are some specific ways the school supports staff wellbeing:

- **Policies and Procedures:**
 - The school's Mental Health & Wellbeing Policy highlights the importance of promoting staff mental health and wellbeing.
 - It also aims to train and support all staff to understand mental health issues and spot early warning signs in students, which indirectly supports staff in their roles.
 - The policy links to the DfE Policy Paper: Reducing teacher workload 2023.
 - There is a Comprehensive supporting Attendance Policy.
 - A Flexible working policy allows staff to make requests to support their work-life balance.
- **Direct Support and Resources:**
 - Staff have access to a range of services via HR.
 - This includes referral to a counsellor at St Charles Hospital (Employee assistance section) to help deal with Stress, Bereavement, personal and/or work issues.
 - HR can provide signposting to external expertise to support a range of personal issues that impact staff Mental Health and Wellbeing in school.
 - Automatic referral to Occupational Health after long-term absence or absences pertaining to mental health or muscular skeletal problems.
 - Reasonable adjustments are made to support return to work and continuing work.
 - Staff can email Human Resources (HR) directly to book an appointment for support, which is treated confidentially. The email address for HR is provided.
 - Information to support staff wellbeing is published in the weekly Bulletin.
 - There is a dedicated folder on the drive for staff to access information about Mental Health and Wellbeing resources.
- **Professional Development and Training:**

- The school is committed to staff development and offers Extensive CPD and professional growth opportunities.
- All teaching and support staff have received Mental Health and Wellbeing training to support students, themselves, and their colleagues.
- The school provides Mental Health and Wellbeing professional development for staff to equip them to safeguard their own mental health and wellbeing.
- Those staff with specific responsibilities receive more specialized training and access to supervision from mental health professionals where possible.
- The school endeavors to train as many staff as possible to become Mental Health First Aiders or Mental Health Champions.
- Regular Monday PD sessions enable all staff to improve pedagogy and practice and carry out moderation during working hours.
- Access to external professional development is provided.
- **Work Environment and Culture:**
 - Staff are happy and typically feel well supported by leaders, including with their workload.
 - The school aims to create an open and positive culture that encourages discussion and understanding of mental health issues, which supports staff in their understanding and approach to wellbeing.
 - Leaders and trustees have an accurate understanding of the school's work and use this to make appropriate improvement plans.
 - Peer support, buddying, and mentoring are available.
 - There is Open door access to the Headteacher.
 - Central communications systems keep all staff informed.
 - Termly safeguarding meetings update and review information, procedures, and the wellbeing of students and staff.
 - The school is described as a friendly, highly supportive, and committed team within a culture of success and professional growth.
 - Outstanding support is offered for Early Career Teachers during their induction year.
 - Staff are encouraged to maintain a healthy work-life balance.
- **Benefits and Activities:**
 - The comprehensive benefits package includes an Employee Assistance Programme.
 - Other benefits include Cashback Health Benefits, Cycle to Work Scheme, and Pension Scheme.
 - The school offers Termly whole school Wellbeing activities.
 - There are Termly social events.

- Friday breaktime treats are available in the staffroom.
- Sports activities are available.
- Staff can use the gym and fitness equipment after school.
- Flu vaccinations are offered.
- Maternity risk assessment and reasonable adjustments are made.