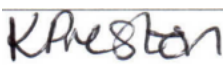


Policy/Procedure Name:	STAFF MENTAL HEALTH & WELLBEING POLICY		
Last Update:	August 2024	Next Update Due:	January 2027

Author	Alex Smythe
Signature of Authorised Individual	
Signature of the Director	

This policy should be read **in conjunction with the school's Stress Management Policy**

Introduction:

Willow Park School is committed to ensuring the health and wellbeing of its staff members. The school recognises that mental health and wellbeing are essential components of an individual's overall health and wellbeing. This policy is designed to ensure that all staff members have access to appropriate support and resources to maintain good mental health and wellbeing.

UK Legislation:

This policy is designed to comply with UK legislation, including the Health and Safety at Work Act 1974 and the Equality Act 2010. The Health and Safety at Work Act 1974 places a duty on employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees. The Equality Act 2010 requires employers to make reasonable adjustments for disabled employees to ensure that they are not disadvantaged in the workplace.

Policy Statement:

Willow Park School recognises that mental health and wellbeing are essential components of an individual's overall health and wellbeing. The school is committed to promoting good mental health and wellbeing among all staff members and to providing support and resources to staff members who may be experiencing mental health issues.

Responsibilities:

All staff members have a responsibility to take care of their mental health and wellbeing. The school will provide staff members with information and guidance on how to maintain good mental health and wellbeing. The school will also provide access to support and resources, including mental health awareness training.

Line managers have a responsibility to ensure that the working environment is conducive to good mental health and wellbeing. Line managers should monitor workloads, provide appropriate



training and support, and make reasonable adjustments where necessary to support staff members with mental health issues.

Senior management has a responsibility to ensure that the school has appropriate policies and procedures in place to support staff mental health and wellbeing. Senior management should ensure that all staff members are aware of the support and resources available to them and should regularly review the effectiveness of the policy.

Support and Resources:

Willow Park School will provide the following support and resources to staff members:

- Mental health awareness training: All staff members will receive training on mental health awareness and how to support colleagues who may be experiencing mental health issues.
- Flexible working arrangements: The school will consider requests for flexible working arrangements where this will support staff members' mental health and wellbeing.
- Employee wellbeing initiatives: The school will provide employee wellbeing initiatives, such as mindfulness sessions and exercise classes.

Conclusion:

Willow Park School is committed to promoting good mental health and wellbeing among all staff members. This policy is designed to provide support and resources to staff members who may be experiencing mental health issues and to ensure that the working environment is conducive to good mental health and wellbeing. This policy should be read **in conjunction with the school's Stress Management Policy**.

The school will regularly review the effectiveness of this policy to ensure that it continues to meet the needs of staff members.

Equality Statement

At Willow Park School, we actively seek to encourage equity and equality through our teaching and our employment practices. As such, we seek to advance the equality of opportunity between people who share any of the following characteristics:

- age
- disability
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The use of stereotypes under any of the above headings will always be challenged.



Inclusion

Our school is an inclusive school. We aim to make all pupils feel included in all our activities. We try to make all our teaching fully inclusive. We recognise the entitlement of all pupils to a balanced, broadly-based curriculum. We have systems in place for early identification of barriers to their learning and participation so that they can engage in school activities with all other pupils. We acknowledge the need for high expectations for and of all children.