

COPPICE VALLEY PRIMARY SCHOOL

STAFF WELLBEING PRINCIPLES

Document History

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Coppice Valley Primary School

Staff Wellbeing Principles

Rationale

We are committed to valuing and encouraging the development of each other, both personally and professionally, within a learning and caring community. Our values of *brave, kind & curious* and our school rules- *aim high, work hard and be kind*- apply to our relationships with all members of our Coppice family. Our vision, to *inspire, dream big and be learners for life* relates to our professional development approach. At Coppice Valley we offer all members of our family the opportunity to work in a supportive and stimulating environment

Governors and senior leaders encourage:

- A staff-led wellbeing committee which provides ideas and support for wellbeing for pupils and staff
- A culture of mutual respect, transparency and honesty
- All staff to treat each other with fairness and equality
- Everyone to value each other and to be role models of our school rules
- Staff to support each other by volunteering to be non-judgemental staff buddies
- Effective communication using our virtual Staff Hub, emails and staff meetings
- Initiatives and events that promote staff health and wellbeing
- All staff to be sensitive to the pressures that impact on staff lives, whilst remaining conscious of their responsibilities to the pupils and school.
- Maintain contact with staff when they are absent for long periods (named member of staff)
- Open door policy with members of the SLT for all staff
- Leaders, and all staff, to be positive role models to each other
- Opportunities for staff to socialise and relax together
- A welcoming and tidy staff room
- Professional development about personal wellbeing
- Staff to take responsibility for their own wellbeing, seeking support when needed, knowing they will be helped and cared for appropriately

Our Good Staff Wellbeing practice

- Email and meeting timings that are considerate
- Lunch/refreshments provided on significant days (decided by SLT)
- Regular social events organised by the Staff Wellbeing Team (breakfast, after school coffee and cake, lunch dates)
- Providing all employees with an annual wellbeing day voucher
- [Employee Assistance Programme](#)

Managing Wellbeing matters

- Support for staff who are experiencing wellbeing issues
- Wellbeing folder in staffroom containing support agencies, health and wellbeing support and recommendations
- The Wellbeing Team and SLT monitor wellbeing levels regularly with anonymous surveys