

# Health & Wellbeing Policy

Expansive Learning Group

January 2022

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## 1. Context

For many, work is a major part of life. The Mental Health Foundation identified that workplaces with high levels of mental health and wellbeing are more productive. However, Mental Health.org.uk reports that: "Mental Health problems are a growing public health concern.

They are prevalent not just in the UK, but around the world.

- Mental health and behavioural problems (e.g., depression, anxiety) are reported to be one of the main drivers of disability worldwide.
- Major depression is thought to be the second leading cause of disability worldwide and a major contributor to the burden of suicide and ischemic heart disease.
- It is estimated that 1 in 6 people in the past week experienced a common mental health problem.

In terms of mental health at work, they state:

**"Working conditions and environment can have a huge impact on mental health and equally, someone's mental health can have a significant impact to perform well in their job."**

- 1 in 6.8 people experience mental health problems in the workplace (14.7%).
- Women in full-time employment are nearly twice as likely to have a common mental health problem as full-time employed men (19.8 % vs 10.9%).
- Evidence suggests that 12.7% of all sickness absence days in the UK can be attributed to mental health conditions."

The World Health Organisation adopts a positive view of the term and defines mental health as

**"a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and be able to make a contribution to his or her community".**

This strategy recognises the impact of mental health and wellbeing issues within the workplace. Mental and physical health are completely entwined, our mental health has an impact on our physical health. It is however acknowledged that not all staff mental health issues translate into sickness with staff presenting for work when sickness absence would have been justified (presenteeism).

The Organisation already has in place support for staff with a mental health condition which includes:

- Supported access to Counselling Service.
- Returns to work from long-term absence are carefully managed, in line with the organisation's sickness absence procedure.
- Referrals to Occupational Health Service for a mental health related absence, to ascertain whether any support/adjustments are required.
- Analysis of key metrics such as sickness absence data, staff feedback, individual sickness absence cases illustrate that mental health issues are becoming a growing issue in the organisation which needs a strong and effective response.

It is recognised that mental health is a complex situation and often it is combination of various factors both work and home related. This often manifests itself in the sickness absence which is consistent with that detailed within other peers.

We recognise this as a concern, with one in four people likely to experience a mental health problem in their lifetime, thus a clear organisation wide focus on mental health and wellbeing will clearly benefit staff and in return our students.

We are committed to social, economic, and environmental well-being by:

- Changing lives for the better by enabling people of all abilities to fulfil their potential.
- Celebrating achievement in learning for people of all abilities.
- Fulfilling our commitment to equality and diversity and the rights of others.

Mental health and wellbeing can have an impact on the quality of life, ability to work and sickness levels at work. Good mental health and wellbeing can also be a protective factor for good health in general.

We committed to providing a working environment which actively promotes the positive health and wellbeing of all staff.

Through strengthening our staff mental health and wellbeing we want to ensure that staff have a positive and supportive working environment.

This strategy sets the aspirational target that all our staff maintain a good mental health and wellbeing or if this is not possible, they feel supported to continue in their employment.

## 2. Scope

This policy applies to all employees of Expanse Learning

This strategy focusses generally on staff, there is a clear focused strategy for students, the decision to develop a separate strategy reflects key nuances between the work and study environment. This strategy will focus on staff and the working environment. We recognise that staff are a valued resource, and their health and wellbeing is critical to the effective operations of the Organisation.

As a result of Covid-19 pandemic the Centre of Mental Health identified that:

**“At least 1 million more people in the UK will experience some kind of mental health difficulty as a result of COVID-19.”**

Such impact on mental health and wellbeing stem from:

- Fear and worry of contracting the virus
- Illness as the direct impact and potential lasting impact from contracting the virus
- Bereavement – dealing with the death of loved ones either from the virus or not being able to say a proper goodbye to loved ones with the number of restrictions that have been imposed to control the spread of the virus
- Impact of lockdown – social isolation and restrictions placed on individual’s abilities to see friends and family.

We acknowledge the impact of COVID-19 on staff’s mental health and wellbeing for the considerable future, as we all learn to live and work with the virus and ongoing pandemic.

We recognise that staff can feel anxious and uncertain during these unprecedented times, and we have sought to increase our offer of support focusing specifically on mental health and wellbeing challenges.

The scope of this strategy is to further develop a practical, actionable approach that the organisation can implement to promote positive mental health and wellbeing in the workplace.

This strategy outlines the intentions of the organisation in the management and support of staff’s mental health and well-being. Through strengthening our staff’s mental health and wellbeing, we will ensure that our students have a positive and supportive learning experience. This strategy is underpinned by an action plan.

## 3. Aims

The key aims of the strategy are to:

- Create a positive working environment that supports staff mental health and well-being, creating a culture of openness by lifting the stigma surrounding mental health.
- Ensure that staff recognise and embrace that mental health and wellbeing is the responsibility of everyone.
- Enhance the support available to staff and to increase awareness of and participation in wellbeing activities and initiatives.

We will achieve these aims by:

- ensuring mental health and wellbeing are a strategic priority.
- highlighting the importance of positive mental health and wellbeing and how to maintain it.
- tackling the stigma associated with having or discussing poor mental health; encouraging open conversations about mental health and wellbeing and the support that is available when staff are struggling.
- demonstrating our commitment to investing in mental health and well-being through the implementation of key activities and initiatives.
- ensuring staff are appropriately trained to understand mental health and wellbeing issues; to offer support and guidance and to signpost staff as appropriate.
- ensuring all sites are a healthy and safe place to work and promote mental and physical wellbeing.
- considering the impact of other policies on staff mental health and wellbeing and look to provide support accordingly.

4. Standards

- Achievement of the strategy is underpinned by 6 mental health standards as set out in ‘Thriving at Work’ (2017) review including - (additional 4 standards that public sector organisations and companies with 500+ staff, should consider).
- a) Produce, implement, and communicate a mental health at work plan that promotes good mental health of all staff and outlines the support available for those who may need it.
  - b) Develop mental health awareness among staff by making information, tools and support accessible.
  - c) Encourage open conversations about mental health and the support available when staff are struggling, during the recruitment process and at regular intervals throughout employment, offer appropriate workplace adjustments to employees who require them.
  - d) Provide staff with good working conditions and ensure they have a healthy work life balance and opportunities for development.
  - e) Promote effective people management to ensure all staff have a regular conversation about their health and well-being with their line manager and train and support line managers in effective management practices.
  - f) Routinely monitor staff mental health and wellbeing by understanding available data, talking to employees, and understanding risk factors.
  - g) Increase transparency and accountability through internal and external reporting, to include a leadership commitment and outline of the organisation’s approach to mental health.
  - h) Demonstrate accountability by nominating a health and wellbeing lead at Senior Leadership level, with clear reporting duties and responsibilities.
  - i) Improve the disclosure process to encourage openness of declaring of Mental Health history/diagnosis during recruitment and throughout, ensuring staff are aware of why the information is needed and make sure the right support is in place to facilitate a good employer response following disclosure.
  - j) Ensure provision of tailored in-house mental health support and signposting to clinical help, including digital support, employer-purchased Occupational Health or Employee Assistance Programmes, or NHS services, amongst other sources of support.

To further contextualise our strategy, we will continue to communicate with staff on key actions utilising the criteria below, building on work that has been undertaken reinforcing that the strategy is collective activities and not completed in days, but often taking years to achieve.

5. Health

Physical Health	Physical Safety	Mental Health
<ul style="list-style-type: none"><li>Managing disability</li><li>Occupational health support</li></ul>	<ul style="list-style-type: none"><li>Safe working practice</li><li>Safe equipment</li><li>Personal safety training</li></ul>	<ul style="list-style-type: none"><li>Risk assessments</li><li>Occupational health support</li></ul>
<ul style="list-style-type: none"><li>Wellbeing benefits</li><li>Health insurance protection</li></ul>		<ul style="list-style-type: none"><li>Stress Management</li><li>Managing mental ill health</li></ul>
<ul style="list-style-type: none"><li>Health Checks</li></ul>		

## 6. Good work

Working environment	Management	Work Demands	Change Management	Pay and Reward
<ul style="list-style-type: none"><li>Ergonomically designed working areas</li><li>Open and inclusive culture</li></ul>	<ul style="list-style-type: none"><li>Sickness absence management</li></ul>	<ul style="list-style-type: none"><li>Job design</li><li>Job roles</li><li>Working Hours</li><li>Enhanced holidays</li></ul>		<ul style="list-style-type: none"><li>Fair and transparent remuneration practices</li></ul>
	<ul style="list-style-type: none"><li>Effective people management policies</li><li>Training for line managers</li></ul>	<ul style="list-style-type: none"><li>Workload</li><li>Job satisfaction</li><li>Work-life balance</li></ul>	<ul style="list-style-type: none"><li>Communication</li><li>Involvement</li></ul>	<ul style="list-style-type: none"><li>Non-financial recognition</li></ul>

## 7. Values/Principles

Leadership	Ethical standards	Inclusion and diversity
<ul style="list-style-type: none"><li>Value-based leadership</li><li>Clear mission and objectives</li><li>Health and wellbeing strategy</li><li>Corporate governance</li></ul>	<ul style="list-style-type: none"><li>Dignity at work</li><li>Corporate social responsibility</li><li>Community investment</li><li>Volunteering</li></ul>	<ul style="list-style-type: none"><li>Valuing differences</li><li>Cultural engagement</li><li>Training for employees and manager</li></ul>
<ul style="list-style-type: none"><li>Building trust</li></ul>		

## 8. Collective/Social

Employee voice	Positive Relationships
<ul style="list-style-type: none"><li>Employee voice</li><li>Involvement in decision making</li></ul>	<ul style="list-style-type: none"><li>Safe working practice</li><li>Safe equipment</li><li>Personal safety training</li></ul>
<ul style="list-style-type: none"><li>Communication</li><li>Genuine dialogue</li></ul>	<ul style="list-style-type: none"><li>Teamworking</li><li>Healthy relationships with peers and managers</li></ul>

## 9. Personal growth

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Career development	Emotional	Creativity
<ul style="list-style-type: none"><li>• Performance development plans</li><li>• Skills utilisation</li><li>• Succession planning</li></ul>	<ul style="list-style-type: none"><li>• Financial wellbeing</li></ul>	
<ul style="list-style-type: none"><li>• Mentoring</li><li>• Coaching</li><li>• Performance management</li></ul>	<ul style="list-style-type: none"><li>• Positive relationships</li></ul>	<ul style="list-style-type: none"><li>• Open and collaborative culture</li></ul>
	<ul style="list-style-type: none"><li>• Personal resilience training</li></ul>	

## 10. Good lifestyle choices

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Physical activity	Healthy eating
<ul style="list-style-type: none"><li>• Walking clubs</li><li>• Lunchtime yoga</li><li>• Charity walks</li></ul>	<ul style="list-style-type: none"><li>• Recipe clubs</li></ul>

## 11. Financial wellbeing

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Fair play and benefits policies	Employee financial support
<ul style="list-style-type: none"><li>• Pay rates above the statutory National Minimum and Living wages</li><li>• Pension scheme</li><li>• Private Health care</li><li>• Employee assistance programmes</li></ul>	<ul style="list-style-type: none"><li>• Recipe clubs</li></ul>
<ul style="list-style-type: none"><li>• Flexible benefits scheme</li></ul>	<ul style="list-style-type: none"><li>• Employee assistance programme offering debt counselling, signposting to external sources of free advice (for example, Citizens Advice),</li></ul>
	<ul style="list-style-type: none"><li>• Access to independent financial advisers</li></ul>

All these standards inform our action plan in demonstrating how we are supporting good mental health in the workplace.

## **12. Responsibilities**

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This strategy confirms our commitment to staff mental health and wellbeing.

The Board and Governors will seek to monitor and evaluate the effectiveness of this strategy.

Leaders are responsible for providing a safe and healthy environment for all employees at work ensuring that there are safe systems of work to safeguard employees' health and wellbeing and understand that the organisation is accountable for the staff health and wellbeing. They need to ensure that they have a strong understanding of mental health and wellbeing issues and ensure that there is a positive and proactive approach to support staff mental health and wellbeing.

Leaders are responsible for engaging with staff to promote and enhance mental health and wellbeing by ensuring that they risk assess workplace stress and implement necessary control measures to prevent harmful stress and consider appropriate support mechanisms.

By ensuring that recruitment is effective, relevant, and purposeful staff development and training and supported to create a culture where should problems arise, they are quickly identified, and solutions considered against an individual's needs.

Heads should ensure that they implement the monitoring of workloads in relation to health and work and should a member of staff be absent that the organisation return to work process is followed.

Staff are responsible for engaging with management to work together to enhance employee wellbeing by ensuring that stress and ill health are reported to management as early as possible.

Staff should ensure that they develop and maintain a working environment which is supportive of individuals mental health and wellbeing and engage with training and development opportunities.

Staff must ensure that they are clear on their responsibilities and the guidelines in place for students as set out in student policies and mapped to individual education, health, and care plans.

## **13. Partnership and Engagement**

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We actively support and encourage staff to collaborate with students and external groups and networks and recognise the key role they play in promoting and supporting mental health and wellbeing across the organisation.

## **14. Monitoring & Review**

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The Board and Governors will receive regular updates which will enable them to evaluate the effectiveness of this strategy and the action plan.

Leaders will monitor the objectives and impact of this strategy and ensure that appropriate actions are taken to fulfil our responsibilities under legislation and that all aspects of staff mental health and wellbeing are monitored, and actions are taken to address areas for improvement.

**Impact of non-compliance**

<b>Staff:</b>	Disciplinary action, prosecution
<b>Student:</b>	Not applicable
<b>Legislation/organisational:</b>	Reputational damage, litigation, statutory and non-regulated compliance. prosecution
<b>Compliance lead:</b>	Directors
<b>Policy Reference:</b>	ELGR-HRIM-POL-0020_(Exp-Jan24)
<b>Version:</b>	5
<b>Agreed policy location:</b>	Document Hub, employee intranet and PeopleHR
<b>Review Schedule:</b>	24 months
<b>Does the policy require Governor approval?</b>	No

**Approval**

Prepared by Karl Wane 07/01/2022    Director of Post 16 Education	Approved by Tony Brown 07/01/2022    CEO	Counter Signatory Richard King 07/01/2022    Director of Schools, Pre 16 Education
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**Version Control**

Version	Date	Revision	Review Date
1	13/04/2018	First Issue	12/04/2019
2	11/11/2019	Policy reviewed and transferred to 2019/20 policy template. Policy has been made into an organisation wide policy.	10/11/2020
3	01/09/2020	Policy Reviewed	31/08/2022
4	11/11/2021	Policy Reviewed	10/11/2022
5	07/01/2022	Strategy embedded into policy	06/01/2024



Develop and implement whole organisation approach to staff mental health and wellbeing				
Aim	Actions	Summary of Progress	Reference	Impact
<p>For the strategy to be successful, we need to embed and reinforce the right culture across the organisation and to do this, there needs to be clear lines of ownership and responsibility, as well as the right mechanisms to report on actions and measure their impact.</p> <p>This will help to actively encourage the consideration of staff mental health and wellbeing across all areas of the organisation in an integrated manner.</p>	<p>Improve the organisation approach through the development/enhancement of working practices and policies to support greater options around flexible working and thus positively impact on staff health and wellbeing.</p> <p>Senior leaders and Heads to integrate good mental health and wellbeing practices.</p> <p>Senior leaders and Heads to include appropriate actions and measures in their annual strategic plans, and to ensure these are systematically monitored.</p> <p>Support the recruitment of local mental health and wellbeing champions.</p> <p>Gain insight and feedback on the implementation and effectiveness of this strategy.</p> <p>Review resource allocation and investment in mental health and wellbeing and wellbeing support.</p> <p>Encourage heads to include regular positive mental health and wellbeing discussions in their team updates</p> <p>Mental Health and Wellbeing strategy is in place and objectives for 2021/22.</p> <p>Hold 2nd Mental Health and Wellbeing Day.</p> <p>Monitor trends annually within cohorts of staff to determine the effectiveness of different interventions.</p> <p>Monitor and track progress against key data relating to the wellbeing of staff.</p> <p>Improve staff awareness of and engagement with institutional dashboards that provide insight into mental health and wellbeing data.</p> <p>All heads to complete face to face training on managing mental health in the workplace</p>	<p>Whole organisation strategy has been shared with staff policy has been published, has been communicated to staff and is available for staff on the intranet.</p> <p>Remote Working policy has been published and will be communicated to staff available for staff on the newly created intranet.</p> <p>Held first Expanse Mental Health and Wellbeing Day.</p> <p>All staff online have access to NOS mental health awareness training.</p> <p>Staff Holidays increased significantly to reduce impact of full time working</p> <p>Staff Pay infrastructure fully reviewed and spinal system allied to Teaching Payscales introduced increasing pay and providing progression opportunities.</p> <p>Staff roles and responsibilities fully reviewed and additional staff posts recruited to ensure ratios improved and specialist posts recruited to reduce some role workloads.</p> <p>Bespoke mental health training for heads being sourced.</p> <p>Matrix Standard achieved with focus on staff terms and conditions a central focus</p> <p>BUPA subsidised Health insurance sourced and presented to and currently being consulted with staff.</p> <p>Audit of organisation physical working environment completed and improvements made.</p> <p>New site, site facilities developed and in development site improvements completed across the organisation</p>	<p>Produce and implement and communicate health and wellbeing strategy</p> <p>Develop mental health awareness among employees.</p> <p>Encourage open conversations about mental health and the support available when employees are struggling.</p>	<p>Improved awareness of the extent and range of investments made on mental health and wellbeing resources, support, initiatives, and activities.</p> <p>Level of staff engagement with communications, events, and resources.</p> <p>Level of staff engagement with mental health and wellbeing action plans.</p> <p>Effectiveness of the mental health and wellbeing champion's network.</p> <p>Responses to staff engagement survey questions.</p> <p>Heads will have the knowledge to support their staff and discuss mental health and wellbeing within team and individual staff meetings</p> <p>Staff will develop their knowledge of what good mental health is and how they can support themselves, colleagues, and students.</p>

Prevention: encourage ownership of positive mental health and wellbeing behaviours

<p>Equip staff with the skills and sense of belonging that promotes positive mental health and wellbeing behaviours and an inclusive culture.</p> <p>Foster a sense of self-care and positive mental health and wellbeing behaviours to support strategy.</p> <p>Create a working environment that is inclusive, accessible and promotes a sense of belonging and feeling connected with others.</p>	<p>Senior leaders to consider the impact of existing and additional policies/practices on staff mental health and wellbeing and provide support accordingly.</p> <p>To review the induction and probationary process to encourage discussions around wellbeing and ensure staff feel supported</p> <p>Continue to survey staff on how policy change, terms and conditions and feedback is impacting.</p> <p>Sign up to the Department for Education (DfE) Wellbeing Charter when released (February 2022)</p> <p>Investigate Silver Award for Better Health at Work Award</p> <p>Review staff physical working environments to identify what improvements can be made</p> <p>Promote and measure initiatives, training, and resources to raise awareness of support available to develop positive mental health and wellbeing behaviours</p> <p>Ensure staff can access relevant information and gain the necessary skills to make informed choices and manage their own mental health and wellbeing</p> <p>Provide training and guidance to staff and line Heads to ensure a common understanding of stress.</p>	<p>Induction and Probationary process reviewed and updated to Onboard</p> <p>Staff Survey completed (re-issued March, the survey will use the same questions as so that we will be able to draw out comparative data which will be reported across organisation and use to inform future planning).</p> <p>Matrix Standard achieved with focus on staff terms and conditions a central focus.</p> <p>Staff roles and responsibilities fully reviewed and additional staff posts recruited to ensure ratios improved and specialist posts recruited to reduce some role workload.</p>	<p>Provide employees with good working conditions.</p> <p>Promote effective people management.</p> <p>Routinely monitor employee mental health and wellbeing</p>	<p>Satisfaction levels with working environment and technologies.</p> <p>Data for staff engaging regularly with initiatives and resources that promote positive mental health and wellbeing.</p> <p>Staff access and use levels of mental health and wellbeing resources.</p> <p>Use of stress risk assessments, absence management plans and staff working days.</p> <p>Engagement levels with peer support and mentoring activities to support mental health and wellbeing.</p> <p>Through completion of the DfE Education and Wellbeing Charter assessment will allow us to look at what we have already achieved and assess where they may be gaps and what we need to continue to do to ensure that we are continually improving and developing support for staff and students.</p> <p>Achieving Better Health at Work Award – silver will demonstrate to staff, students, and partners that the organisation is committed to mental health and wellbeing and encourage more staff to want to work with us and students to learn.</p>
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Early intervention: reducing stigma through early intervention

<p>Take a proactive approach to supporting staff at risk of poor mental health, and reducing the stigma associated with mental health and wellbeing issues.</p> <p>Develop early interventions to better support staff who are at risk of not performing effectively due to poor mental health and/or wellbeing.</p> <p>Work collaboratively to promote a common and shared appreciation of mental health and wellbeing to reduce negative cultural views or opinions that may exist.</p> <p>Encourage staff to share their thoughts, feelings, and experiences if they wish to do so.</p>	<p>Make mental health and wellbeing everyone's responsibility</p> <p>Ensure mental health and wellbeing are a strategic priority for heads and the Board of Governors.</p> <p>Continue to include questions in our annual staff survey around mental health and wellbeing to inform future planning and to undertake an analysis of year- on-year results.</p> <p>Evaluate the effectiveness of current mental health and wellbeing awareness activities at reducing stigma and promoting timely disclosure.</p> <p>Actively monitor levels of staff engagement with training.</p> <p>Deliver mental health and wellbeing training to support staff in recognising the signs of poor mental health and wellbeing and wellbeing in colleagues and themselves.</p> <p>Establish focused Termly Mental Health and Wellbeing, Equality Diversity, and Inclusion Steering Group Meetings.</p> <p>Evaluate the effectiveness of proactive interventions designed to support students deemed at risk and implement enhancements.</p> <p>Investigate additional support services for staff experiencing mental health and wellbeing issues.</p> <p>Improve procedures for supporting staff identified as susceptible to mental health and wellbeing pressures.</p>	<p>Mental Health and Wellbeing communications circulated to staff throughout 2021/22.</p> <p>Updated activities and actions feedback given to staff on Health and Wellbeing Day</p> <p>Ensure feedback is given regularly to SLT and Governor Body or progress being made for mental health and wellbeing.</p> <p>Worked with staff forum stakeholders to fully plan activities and assess impact on staff.</p> <p>DSL sourced staff mental health first aid training.</p> <p>New site, site facilities developed and in development site improvements completed across the organisation</p>	<p>Provide employees with good working conditions.</p> <p>Promote effective people management.</p> <p>Routinely monitor employee mental health and wellbeing</p>	<p>Staff feel supported within their workplace. (Feeling valued and supported will hopefully ensure that staff remain to work with us and value our support – monitor reasons why staff leave.)</p> <p>Staff comfortable disclosing mental health and wellbeing needs</p> <p>Staff engaging with equality, diversity, and inclusion training.</p> <p>Staff completing mental health first aid training.</p> <p>The effectiveness of the external support and advisory services supporting staff</p> <p>Data measuring the retention and absence of staff, caused by stress or mental health and wellbeing issues.</p>
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Support: delivering effective mental health and wellbeing support services

<p>Deliver an effective range of support services that meet the diverse needs of our staff.</p> <p>Ensure that our services are delivered in a timely, personalised, and effective manner to meet the range of needs of our staff.</p> <p>Provide the necessary support network to our staff to help them deal with complex situations.</p>	<p>Ensure all sites are healthy and safe to work in, promote mental and physical wellbeing.</p> <p>Enhance the support available to staff and increase awareness of and participation in wellbeing activities and initiatives</p> <p>Demonstrate our commitment to investing in mental health and well-being through the implementation of key activities and initiatives.</p> <p>Work with Occupational Health and Health &amp; Safety colleagues we will commit to training Heads on completing, reviewing, and undertaking individual stress risk assessments deal with work-related stress issues.</p> <p>Review / update current mental health, wellbeing and disability resources and their effectiveness to support staff.</p> <p>Review how mental health and wellbeing resources, policies and procedures are signposted to staff.</p> <p>Deliver whole Organisation awareness-raising activities designed to engage staff with mental health and wellbeing resources and policies.</p> <p>Work collaboratively to promote and share inclusive learning and teaching practices.</p> <p>Implement a skills-based framework within 1:1 review that helps staff identify and engage with sensitive and emotive topics.</p> <p>Review/expand the offer included as part of the wellbeing calendar of events and seek feedback accordingly.</p> <p>Improve guidance, training, and the provision of individual and group support for all student-facing staff on dealing with students in crisis.</p> <p>Allocate budget line to ensure that there is dedicated funding to support continued development of staff mental health and wellbeing throughout 2021/22.</p> <p>Investigate establishing specific Health and Wellbeing Coach within curriculum to support staff and students</p> <p>Investigate recruitment of Occupational Health staff</p>	<p>Ongoing access to counselling for both staff and students throughout in place.</p> <p>Diverse activities are available as part of Staff Development that focus on mental health and wellbeing.</p> <p>Continue to share updates with staff (termly).</p> <p>Health and Wellbeing specific calendar shared monthly.</p> <p>Heads are confident and supported / equipped to respond to concerns within their own teams.</p> <p>Review current procedures that support all our vulnerable students to ensure staff are aware of the support available to them.</p> <p>Delivered complementary mental health and wellbeing resources / communications to staff</p>	<p>Ensure provision of tailored in-house mental health support and signposting to clinical help.</p> <p>Produce and implement and communicate a mental health at work strategy.</p> <p>Develop mental health awareness among employees.</p> <p>Promote effective people management.</p> <p>The monitoring of provision of tailored in-house mental health support and signposting to clinical help.</p>	<p>Having a workforce that feels supported will ensure that our students are supported – (feedback from learner forum will show some evidence of this).</p> <p>The monitoring of provision of tailored in-house mental health support and signposting to clinical help to measure impact.</p> <p>Through 1:1s with a health provision will help the organisation to identify key themes and tailor relevant support for staff.</p> <p>Perceived gaps and deficiencies in mental health and wellbeing resources.</p> <p>Informal and formal survey feedback on signposting of policies and procedures.</p> <p>Informal and formal feedback on the awareness of policies.</p> <p>Successful integration of emotional resilience skills, strategies, and guidance.</p> <p>The number of associated staff mental health and wellbeing resource / communication releases.</p> <p>Staff feedback on confidence levels and competence in dealing with distressed and vulnerable students.</p> <p>Occupational Health Technician to support broad range of health and wellbeing activities across organisation.</p>
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Staff: supporting the mental health and wellbeing needs of staff

<p>Ensure the mental health and wellbeing needs of staff are proactively recognised and addressed, for their benefit.</p> <p>Promote good mental health and wellbeing for all staff and provide training and support at their time of need, irrespective of where they are based.</p> <p>Create a positive working environment that will promote active staff engagement, help to enhance performance, and in turn, contribute towards maximising the student experience.</p>	<p>Ensure staff are appropriately trained to understand mental health and wellbeing issues; to offer support and guidance and to signpost staff as appropriate.</p> <p>Explore ways in which our current online offer can be enhanced to include specific mental health and wellbeing topics.</p> <p>Consistently monitor feedback from staff development activities to ensure that activities are fit for purpose and relevant.</p> <p>Ensure overall training and development offer re mental health is purposeful and supports staff development and skills</p> <p>Work with external providers to support staff with their mental health and wellbeing.</p> <p>Promote, monitor, and review levels of engagement with online and face-to-face training to help maintain a good understanding of mental health and wellbeing matters</p> <p>Deliver health and wellbeing communications that empower and motivate staff to engage with this topic.</p> <p>Ensure Heads are appropriately trained regarding mental health and wellbeing support for staff.</p> <p>Evaluate organisation policies that contribute to positive wellbeing</p> <p>Implement an equality impact analysis that considers mental health and wellbeing issues for staff.</p> <p>All heads to complete face to face training on managing mental health in the workplace</p>	<p>Invested in our software with a view to developing a mental health specific area.</p> <p>All staff online have access to NOS mental health awareness training.</p> <p>Ongoing access to counselling for both staff and students throughout in place.</p> <p>Ongoing activities available as part of Staff Development that focus on mental health and wellbeing.</p> <p>Continue to share with staff updates (termly).</p> <p>Health and Wellbeing specific calendar shared monthly.</p> <p>Workload allocation review completed.</p>	<p>Increase transparency and accountability through internal and external reporting.</p> <p>Demonstrate accountability</p> <p>Improve the disclosure process.</p> <p>Ensure provision of tailored in-house mental health support and signposting to clinical help.</p> <p>Produce and implement and communicate a mental health at work plan.</p> <p>Develop mental health awareness among employees.</p> <p>Promote effective people management.</p> <p>The monitoring of provision of tailored in-house mental health support and signposting to clinical help.</p>	<p>Having a bespoke training offer for staff demonstrates further our commitment to ensure that they have the knowledge and skill hopefully helping to create a healthy workforce.</p> <p>Staff Survey will be re-issued to staff in January 2022, the survey will use the same questions as January 2021 so that we will be able to draw out comparative data which will be reported across organisation and used to inform future planning.</p> <p>Staff accessing additional support services provided by external providers.</p> <p>Staff engagement levels with the mental health and wellbeing communications</p> <p>Staff satisfaction and confidence levels in handling mental health and wellbeing issues.</p> <p>Review of policy content and use completed, and recommendations made to reduce days lost through poor mental health and wellbeing.</p> <p>Equality impact analysis developed and implemented.</p>
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<p>Use data, and research to evaluate the effectiveness and impact of mental health and wellbeing interventions and support impact</p> <p>Data and research compliment mental health and wellbeing support, because by evaluating the demand for, engagement with, and effectiveness of our mental health and wellbeing support strategies.</p> <p>Improve the effectiveness and impact of our approach in the future.</p>	<p>Ensure staff are appropriately trained to understand mental health and wellbeing issues; to offer support and guidance and to signpost staff as appropriate.</p> <p>Exploring ways in which our current online offer can be developed to include mental health and wellbeing.</p> <p>Consistently monitor feedback from staff development activities to ensure health and wellbeing activities are fit for purpose and relevant.</p> <p>Ensure overall training and development offer re mental health is purposeful and supports staff development and skills</p> <p>Establish baseline data on trends associated with mental health and wellbeing to identify areas in need of additional interventions.</p> <p>Monitor trends annually within and between staff to determine the effectiveness of different interventions.</p> <p>Monitor and track data mapped to the health and wellbeing of staff.</p> <p>Improve staff awareness of and engagement with Databridge dashboard that provides insight into mental health and wellbeing and wellbeing data.</p> <p>Use data to target timely interventions to students who have declared mental health and wellbeing issues and are at risk of non-completion.</p>	<p>Invested in our software with a view to developing a mental health specific area.</p> <p>Matrix Standard achieved with focus on staff terms and conditions a central focus.</p> <p>Worked with staff forum stakeholders to fully plan activities and assess impact on staff.</p> <p>All staff have online access to Databridge dashboard</p>	<p>Routinely monitor employee mental health and wellbeing.</p> <p>Promote effective people management.</p> <p>The monitoring of provision of tailored in-house mental health support and signposting to clinical help</p>	<p>Having a bespoke training offer for staff demonstrates our commitment to ensure that they have the knowledge and skills to create a healthy workforce.</p> <p>Baseline data established and systematically used to inform future activities.</p> <p>Improved levels of mental health and wellbeing provision to staff.</p> <p>An established, annual mental health and wellbeing review process.</p> <p>Evaluation of the level of staff knowledge, their skills, attitudes, and training needs.</p>
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Partnerships - working collaboratively and in partnership with others to provide effective mental health and wellbeing support

<p>Work with partners we will work with to deliver the strategy including peers, external health providers and other mental health and wellbeing and safeguarding charities, online digital mental health and wellbeing services, and NHS services.</p>	<p>Ensure staff are appropriately trained to understand mental health and wellbeing issues; to offer support and guidance and to signpost staff as appropriate.</p> <p>Explore ways in which our current online offer can be developed to include mental health and wellbeing.</p> <p>Consistently monitor feedback from staff development activities to ensure the workshops are fit for purpose and relevant.</p> <p>Ensure overall training and development offer for mental health is purposeful and supports staff development</p> <p>Align projects on inclusive learning and teaching practices to enhance and inform mental health and wellbeing activities.</p> <p>Work in partnership with external organisation to achieve a mental health and wellbeing Quality Mark.</p> <p>Maintain and strengthen partnerships with peers, governors and mental health and wellbeing specialist(s) to ensure external rigour is applied to our policies, procedures, and practice.</p> <p>Monitor developments within the online digital mental health and wellbeing services market and other external agencies to identify new opportunities for support.</p> <p>Explore options of working with NHS services and local authorities.</p>	<p>Invested in our software with a view to developing a mental health specific area.</p> <p>All staff have online access to Databridge dashboard</p> <p>Established partnership work with key partners:</p> <p>Strategic and Operational Natspec,</p> <p>Strategic and Operational NAS,</p> <p>Face to face Staff development and support Serenity</p> <p>Face to face Staff development and support TESS,</p> <p>Face to face Staff development and support TESS,</p> <p>Online Staff Development National Online Safety,</p> <p>Online Research, guidance, training Andrew Hall</p> <p>Online Research, guidance, training Anna Freud</p> <p>Online Research, guidance, training MIND</p> <p>Online Research, guidance, training Charlie Waller</p> <p>Online Research, guidance, training Contextual</p> <p>Safeguarding Network</p> <p>Online Research, guidance, training, PHSE</p>	<p>Having a bespoke training offer or staff demonstrates further our commitment to ensure that they have the knowledge and skill to support creation of a healthy workforce.</p> <p>Staff sickness levels attributed to mental health and wellbeing issues, stress, anxiety and/or depression.</p> <p>Number of links between research and partnership activities on staff mental health and wellbeing.</p> <p>Secure a relevant Mental health and wellbeing Award.</p> <p>External Feedback on effectiveness of policies and procedures.</p> <p>Sustainable integration of specialist services for staff.</p> <p>Ease of access and a range of specialist online services for staff to help them with their mental health and wellbeing.</p>
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