

# LAUNCHPAD



## Alternative Provision Service

### Staff Health and Wellbeing Policy 2022

#### Vision

To provide a high quality, personalised educational experience that meets learners' needs and leads to success for all.

#### Mission

A positive and inclusive community where young people are encouraged to achieve high standards of progress and succeed in a supported, safe environment.

#### Our Values / Principles

Individuals Aspirations Raised  
New Experiences  
Safety and Support  
Personalised Programmes  
Individuals Feeling Valued  
Respect  
Excellence in Learning

**Approved by:** PRU Management Committee **Date:** 11<sup>th</sup> July 2022

**Last reviewed on:** 15/03/2021

**Next review due by:** March 2023

## **Staff Health and Wellbeing Policy**

### **Introduction**

As the Governing Body of Alternative Provision, the PRU Management Committee recognises the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the Teacher in Charge of each individual unit. Throughout this document, reference is made to the responsibilities held by the Head of Service/Teacher in Charge for operational purposes. Ultimate responsibility rests with the Governing Body.

Alternative Provision and the Governing Body of Alternative Provision are committed to promoting positive mental, physical, and emotional wellbeing and will provide suitable support for all members of staff. Taking action to prevent ill health and promote good health makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale, and productivity, which may disrupt or compromise student progress.

Members of the teaching and non-teaching staff are entitled to be treated fairly and professionally at all times. The PRU Management Committee takes very seriously its duty of care as an employer to all members of staff and a number of policies and procedures have been made in relation to this duty.

These include:

- Attendance Management Policy and Procedure.
- Bullying and Harassment Policy Statement.
- Health and Safety Policy.
- Equality Policy.
- Employee Health and Wellbeing Policy Statement.
- Grievance Procedure.
- Whistleblowing Policy.

Other policies contribute to staff wellbeing by providing certainty, fairness, and consistency in the treatment of staff in different contexts, including:

- Pay Policy.
- Performance Management Policies for Teaching and Support Staff;
- Behaviour Policy.
- Child Protection and Safeguarding Policy.
- Shared Parental Leave and Maternity Leave Policies.
- Paternity leave, Maternity Support Leave and Adoption Support Leave Policy.
- Continuing Professional Development Policy.
- Disability Leave Policy.
- Flexible Working Policy.
- Homeworking Policy.

All policies are available to staff in the CPOMS library and are available via the council intranet.

St Helens Council and the PRU Management Committee recognise the importance of workplace unions in promoting and maintaining a positive health and wellbeing environment.

### **Who This Policy Applies To**

This policy will apply to all employees working in Alternative Provision.

## **Aims**

This policy aims to:

- Provide a working environment which enables staff to work in an environment in which staff wellbeing is supported and which enables staff to carry out their duties effectively.
- Recognise the key role of the Head of Service and other Senior Leaders for their responsibilities by enabling access to guidance, training, and support.
- Encourage staff as individuals to accept responsibility for their own mental, physical, and emotional wellbeing.
- Comply with all statutory requirements.
- Develop and maintain a positive health and safety culture through regular communication and consultation with staff and their trade union representatives on health and safety matters.
- Develop an open culture in which mental, physical, and emotional wellbeing is taken seriously and in which staff are supported in order that they may seek any help and support they need.
- Ensure that all staff are aware of the policy through regular promotion on staff electronic systems, team meetings and email.
- Identify the hazards that could lead to poor staff health and wellbeing and reduce these where possible.

## **Legislation**

Pieces of legislation that will be considered when promoting positive mental, physical, and emotional wellbeing, including, but not exclusively:

- The Health and Safety at Work Act 1974.
- The Equality Act 2010.
- Working Time Regulations.
- Employment Rights Act 1996.
- Employment Relations Act 1999.

## **Responsibilities**

**St Helens Council HR shall:**

- Provide the necessary professional advice, support, and training to the PRU Management Committee and all staff as and when required.
- Assist with the referral of staff to Occupational Health, Counselling, or mediation when appropriate
- Assist in the formulation of return-to-work programmes and provide advice on the implementation of statutory requirements.

**The PRU Management Committee shall:**

- Ensure this policy is implemented and procedures are in place that recognise and deal with the issue of common mental and physical health problems, which will include consideration of organisation of work; health risk assessment where appropriate; early recognition for staff with common mental and physical health problems and interventions that include short-term rehabilitation and return-to-work plans and longer-term reasonable adjustments.

- Actively demonstrate recognition and acceptance of common mental and physical health problems by creating an environment where staff feel comfortable in asking for help.
- Act early and provide consistent support.
- Enlist the support of St Helens Council's HR function and Occupational Health, when appropriate, and ensure staff are able to access this support.
- Ensure that staff roles and responsibilities are clearly defined.
- Attend regular training on health and wellbeing in schools.
- Ensure that all of Alternative Provision's policies are assessed for workload impact.
- Take into account the equality implications of any policies introduced and monitor on a regular basis.
- Provide opportunities for staff to participate in free annual health checks, should they so desire.
- Nominate a school governor with the specific remit of mental health across the service.

**The Head of Service shall:**

- Recognise the value of good management practice with systems in place to effectively manage staff and encourage a partnership approach with staff, workplace unions and the PRU Management Committee.
- Foster a supportive work environment, operating in a fair and consistent manner.
- Promote a healthy workplace and practices that ensure that members of staff are able to develop a healthy mind.
- Pay attention to any indication of changes in performance or behaviour in staff and promote sympathetic alertness to staff who show signs of being under stress.
- Understand the differing needs of staff, at different points and events during their life cycles, and offer support accordingly, if and when required. This may include support for pregnant women, older women during the menopause, and those with caring responsibilities.
- Follow agreed procedures when there are concerns or absence due to work related stress and other mental-health problems.
- Ensure that a return-to-work policy is established in the workplace that is supportive of staff both while absent and upon return to work.
- Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.

- Ensure that all staff have access to regular training sessions on health and wellbeing in schools, including practical sessions to deal with mental, physical stress in the workplace
- Carefully plan and agree work-life balance solutions including flexible working practices where possible and appropriate.
- Demonstrate commitment, via systems and practices in place in Alternative Provision, to employees maintaining a good work/life balance, and ensure that such practices are communicated to all staff.
- Manage pressures which may affect staff, including the impact of workload pressures, and anticipate likely problems, taking action to reduce the effects of these pressures where possible.
- In consultation with the workplace unions, conduct an annual survey of staff, including a section on health and wellbeing, and share and act upon results and emotional wellbeing issues, and that they are given the appropriate time and resources to undertake this.

**Senior Leaders/Line Managers shall:**

- Foster a supportive work environment, operating in a fair and consistent manner.
- Pay attention to any indication of changes in performance or behaviour in staff and promote sympathetic alertness to staff who show signs of being under stress.
- Follow agreed procedures when there are concerns or absence due to work-related stress and other mental health problems.
- Ensure that a return-to-work policy is established in the workplace that is supportive of staff both while absent and upon return to work.
- Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.
- Attend regular training on health and wellbeing in schools.
- Communicate work-life balance practices to all staff and manage pressures which may affect staff and anticipate likely problems, taking action to reduce the effects of these pressures where possible.
- Demonstrate commitment to staff by encouraging a good work/life balance that works for them and with their mental and physical health in mind.

**Staff should:**

- Seek support or help when they think they are experiencing a problem, if possible, to a clearly identified line manager or named individual.
- Act in a manner that respects the health and safety needs of themselves or others whilst in the workplace.
- Consider wellbeing support mechanisms offered by Alternative Provision; e.g. counselling, support from line manager or Occupational Health.

- Consider attending training on health and wellbeing issues where they feel that this is appropriate.
- Where possible, be watchful of any indication of changes of behaviour in colleagues and promote sympathetic alertness to colleagues who show signs of stress.
- Try to maintain a healthy, balanced lifestyle that will support their own physical and mental health and help to avoid unnecessary long term absences.

## **Support Mechanisms**

### **Counselling**

Counselling can be provided where appropriate through St Helens Council's Occupational Health team. This will be a confidential, independent service using professionally qualified counsellors.

Staff can access the Counselling Service by contacting Occupational Health and self-referring. This will be paid for by the specific unit the member of staff is working at.

### **Mediation**

In addition to the Counselling Service there is also a mediation service in order to assist employees to return to normal working relationships. Where this service is appropriate it will be discussed with the employees affected by the situation.

### **Teacher Support Network**

The Teacher Support Network is a group of independent charities and a social enterprise that provides practical and emotional support to staff in the education sector and their families. Information, support and coaching is offered to all staff. The Teacher Support Network provides over 1000 factsheets covering a wide range of issues including money advice, how to cope with bereavement, mental health, diet and nutrition and how to manage stress. To access the free support line, staff can call 08000 562 561, or for more information go to <http://teachersupport.info/>

### **Occupational Health**

The Alternative Provision has free access to St Helens Council's Occupational Health provider. This will enable an employee to discuss any concerns about their health and wellbeing with a nurse or doctor trained in occupational medicine. This is an opportunity to discuss any health condition and get feedback about managing or improving that condition to help an employee to carry out their duties or return to work. The information given is entirely confidential and will not be shared with the employer, PRU Management Committee or members of staff within Alternative Provision.

## Appendix 1

### Useful Websites

**Acas** [www.acas.org.uk](http://www.acas.org.uk)

Information on stress, and employer and employee rights, in the workplace

**Alcoholics Anonymous** [www.alcoholics-anonymous.org.uk](http://www.alcoholics-anonymous.org.uk)

Fellowship of men and women who share their experience, strength, and hope with each other to recover from alcoholism.

**Carers UK** [www.carersuk.org](http://www.carersuk.org)

The voice of carers

**CBI** [www.cbi.org.uk](http://www.cbi.org.uk)

Guidance to businesses on managing stress at work

**Department of Health** [www.gov.uk/government/organisation/department-of-health](http://www.gov.uk/government/organisation/department-of-health)

Information on dealing with stress and mental health problems, including the use of Cognitive Behavioural Therapy (CBT)

**Dignity at Work Partnership** [www.dignityatwork.org](http://www.dignityatwork.org)

Information and guidance on bullying in the workplace

**The Equality and Human Rights Commission** [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

The commission is working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society.

**Gingerbread** [www.gingerbread.org.uk](http://www.gingerbread.org.uk)

Gingerbread and One Parent Families have now merged to provide better support and a bigger voice to 1.8 million lone parents and their children throughout England and Wales.

**HSE** <http://www.hse.gov.uk/stress/standards/>

Information on the stress management standards

**Local Government Employers** [www.local.gov.uk](http://www.local.gov.uk)

Guidance for all councils on stress prevention and management

**Mindful Employer** [www.mindfulemployer.net](http://www.mindfulemployer.net)

Information and guidance on managing stress and mental health in the workplace

**NHS 111** <http://www.nhs.uk/111>

National Health Service advice and guidance on health matters

**Princess Royal Trust for Carers** <http://www.carers.org>

Here to improve carers' lives by fighting for equality and recognition for carers

**Relate** <http://www.relate.org.uk>

UK's largest provider of relationship counselling and sex therapy

**Samaritans** <http://www.samaritans.org>

Offers confidential, non-judgemental support to individuals.

**Teacher Support Network** <http://teachersupport.info>

**Work Life Balance Centre** <http://www.worklifebalancecentre.org>

Exists to help people restore control over their workload and working lives we enable them to cut down overworking and so make new decisions about how they spend their time.

**World Health Organisation**

[http://www.who.int/occupational\\_health/publications/en/oehstress.pdf](http://www.who.int/occupational_health/publications/en/oehstress.pdf)

Publication on work organisation and stress