



Carbeile Junior School

Staff Wellbeing Provision Map



Vision Statement

We are committed to supporting the personal and professional development of all staff within a caring, respectful, and stimulating school environment. We strive to create a culture where mental health and wellbeing are prioritised and nurtured.

Provision Area 1: Culture and Environment

| <u>Provision</u> | <u>Description</u> | <u>Responsible Person(s)</u> | <u>Frequency / Review</u> |
|-------------------------------------|---|------------------------------|---------------------------|
| Staff-Led Wellbeing Committee | Staff group leading initiatives and gathering feedback on wellbeing | Wellbeing Lead | Half-termly meetings |
| Culture of Respect and Equality | Promotion of mutual respect, honesty, and fairness | All staff; SLT to model | Ongoing |
| SLT Open-Door Policy | Open communication and approachability of senior staff | SLT | Ongoing |
| Staff Room Environment | Tidy, welcoming space to promote relaxation | Site Manager / SLT | Monitored weekly |
| Opportunities for Social Connection | Social events to build morale and team spirit | Wellbeing Committee | Termly |
| Email and Meeting Consideration | Mindful scheduling of communication and meetings | SLT and all staff | Ongoing |

Provision Area 2: Communication and Support Structures

| <u>Provision</u> | <u>Description</u> | <u>Responsible Person(s)</u> | <u>Frequency / Review</u> |
|---------------------------|---|------------------------------|---------------------------|
| Long-Term Absence Contact | Named contact to support absent staff | SLT / HR | As needed |
| Staff Surveys | Anonymous wellbeing check-ins | Wellbeing Committee | Termly |
| Wellbeing Noticeboard | Signposting to support agencies and resources | Wellbeing Lead | Monthly updates |

Provision Area 3: Health and Wellbeing Initiatives

| <u>Provision</u> | <u>Description</u> | <u>Responsible Person(s)</u> | <u>Frequency / Review</u> |
|----------------------------|---|------------------------------|-----------------------------|
| Wellbeing Days | One day per year offered to each staff member | SLT / HR | Annual |
| Lunches on Key Days | Provided on specified days to show appreciation | SLT | Termly or at SLT discretion |
| CPD on Wellbeing | Training focused on personal wellbeing and stress management | CPD Lead | Annually |
| Access to External Support | Signposting to external services (e.g., Education Support, Mind, NHS) | SLT / HR | As needed |
| Workload Monitoring | Ongoing review of staff workload and working hours | SLT | Half-termly |

Provision Area 4: Support for Staff in Crisis or Recovery

| <u>Provision</u> | <u>Description</u> | <u>Responsible Person(s)</u> | <u>Frequency / Review</u> |
|--------------------------------|--|------------------------------|---------------------------|
| Individual Support Plans | For staff affected by stress or personal challenges | SLT / HR | As needed |
| Return-to-Work Support | Phased or adjusted return for staff after absence | HR / SLT / Line Manager | As required |
| Bereavement and Crisis Support | Emotional and logistical support for staff in crisis | SLT / HR | Immediate response |
| Anti-Bullying Policy | Zero tolerance for workplace bullying and harassment | SLT / Governing Body | Annual review |

Provision Area 5: External Resources and Signposting

| <u>Resource</u> | <u>Website / Contact</u> | <u>Purpose</u> |
|--|--|---|
| Education Support | www.educationsupport.org.uk | 24/7 confidential helpline: 08000 562 561 |
| Mind | www.mind.org.uk | Mental health advice and support |
| Acas | www.acas.org.uk | Workplace rights and stress advice |
| NHS 111 | www.nhs.uk/111 | Health guidance and support |
| Samaritans | www.samaritans.org | 24/7 confidential support |
| Young Minds (Staff Resources) | Young Minds Staff Wellbeing | Mental health support for educators |
| Work Life Balance Centre | www.worklifebalancecentre.org | Support for managing workload |
| NASUWT / NEU | www.nasuwt.org.uk / www.neu.org.uk | Union wellbeing support and guidance |
| Mindful Employer | www.mindfulemployer.net | Employer support for mental health |
| WHO Stress Guidance | WHO Guide | Guidance on workplace stress management |