

Health and Wellbeing for schools

- **Healthy Schools**
- **Workforce Wellbeing**
- **Health and Safety**

A Whole School Approach to Health & Wellbeing

Introduction

- Public Health Haringey offers a package of support to help schools become safer, healthier places :
 - **Healthy Schools Programme;**
 - **the new Workforce Wellbeing Package;**
 - **School Health and Safety Service.**
- Schools can buy these services individually, or all three together
- **The Healthy Schools programme** helps you get Healthy School London accreditation, with a programme of interventions, training and resources.
- **The Workforce Wellbeing Programme** supports you to develop a wellbeing strategy with detailed action plan and programme of activities aimed at enhancing the well-being of your staff.
- **The School's Health and Safety Service** helps you to maintain a safe environment for student, staff and visitors alike.

Benefits

- Assurance that your school is a safe environment
- Healthy Schools programme interventions draw on an evidence base showing a strong association between health promotion and school improvement, increased attendance and improved learning
- Improving child's wellbeing and lifestyles can increase motivation and achievement at school
- Improved health and wellbeing universal outcomes for pupils ,staff, parents/carers and wider school community
- Improved staff wellbeing, leading to reduced sickness absence and improved staff morale
- Continuing Professional development and training for your staff

Workforce Wellbeing

for Schools

[haringey.gov.uk](https://www.haringey.gov.uk)

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Staff wellbeing is key to school success.

- ❑ The most important investment a school can make is an investment in its people. A school with a culture and ethos of supporting wellbeing will enable all staff to flourish and succeed.
- ❑ The Department for Work and Pensions released details of a study demonstrating the most modest figure of return on investment in wellbeing was £2.50 for every pound spent, with sickness and absenteeism reduced by up to 36% as a result.
- ❑ Looking after and developing staff can contribute directly to young people's development and learning. It also will help staff act as great role models for the young people in your school.



Image courtesy of New River Sport and Fitness

What are the benefits of good staff wellbeing?

- A more contented and committed workforce
- Better staff retention
- More people interested in joining your school
- Increased productivity and effectiveness
- Lower absenteeism and reduced supply cost
- Reduction in work related stress
- Better work life balance
- Improved self esteem and health
- Staff feel confident and valued
- Open, respected & enhanced professional relationships
- Improved communication
- Opportunities to celebrate success and achievements
- Meeting the employer's duty of care.

What you get

- ❑ Workforce wellbeing underpins engagement and when combined with effective leadership the power is immense. Wellbeing is central to developing individual and team engagement and commitment, unleashing optimum performance and sustaining innovation and organisational development.
- ❑ Haringey Council has long recognised the importance of wellbeing in the workplace and was one of the pilot authorities involved in the London Healthy Workplace Charter when it commenced in 2012. We base our support on what we have learned first hand, using national standards developed by Public Health England..



When you buy into our package we offer you:-

- ✓ A dedicated workforce health and wellbeing adviser who will provide assistance, guidance and tools to enable your school to manage wellbeing. This will include:-
- ✓ Assessment of the schools needs and priorities to manage wellbeing to include planning, engagement and ownership.
- ✓ A health and wellbeing strategy with detailed action plan.
- ✓ Stress management audit for all staff in your school. We will carry out an audit/assessment to include full analysis and advice on setting up an action plan. This audit/assessment will cover the stress management standards which define the characteristics/culture of your school where the risks from work related stress are being effectively managed and controlled.
- ✓ Monthly wellbeing newsletter promoting various Haringey services in relation to health and wellbeing. This will include cycle schemes with discounted bike purchase, alcohol awareness workshops, making every contact count (MECC) training, smoking cessation sessions, physical activity initiatives, discounted Haringey corporate gym membership and much much more!
- ✓ Ongoing e-mail and telephone support.

What will it cost?

Cost: **£1000 - £2000 (subject to the size of your school)** per year.

The school should appoint a Wellbeing Champion in order to liaise directly with the Haringey Health & Wellbeing Adviser.

Full detailed information on all of the services we offer are available on request.

haringey.gov.uk

For further information contact: Billy Cassidy

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Health & Safety

for Schools

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“Knowing the school is a safe environment is fundamental”

- ❑ Health and Safety is one of the absolute basics.
- ❑ As the employer of many Haringey schools, the Council provides a basic H&S policy and framework, a system for accident reporting and investigating. We require assurance from all schools that they comply with health and safety legislation.
- ❑ The law requires that there is access to qualified, competent health and safety advice. The Schools Health and Safety SLA is designed to meet this need.
- ❑ We provide an annual “health check” report, giving you the assurance you need.
- ❑ You also get advice and support on hand whenever you need



Key benefits of the health and safety service

- ✓ Safe environment for staff and students - peace of mind
- ✓ Compliance with legislation and policy
- ✓ Follow up on accidents and incidents where needed
- ✓ Access to expert advice and support – telephone and email support immediately on hand
- ✓ Updates as regulations change or new guidance is issued
- ✓ Comprehensive guidance and templates
- ✓ Annual “health check” report providing assurance.

What is in the SLA?

	Statutory Provision	SLA
Council Health and Safety Policy	✓	✓
Accident Reporting System and Investigation	✓	✓
Educational Visits Approval	✓	✓
Qualified H&S Advice and Support Service	x	✓
H&S Written Guidance	x	✓
Advisory Notes on regulation changes, urgent issues etc	x	✓
Radiation Officer Support function (including CLEAPSS Subscription)	x	✓
Annual site visit, inspection and action plan	x	✓
Access to third party approved contractors list	x	✓
H&S training courses	£	£

- Please note you must have access to a qualified competent H&S practitioner, either through the SLA or a third party arrangement
- Our Health and Safety courses are available to all and are priced separately per attendee. We will give you at least 50% discount if you join the SLA.

What will it cost?

Basic charge: **£1,500 to £3,000** per year, depending on the school size.

When you buy in to the SLA, a Health and Safety Advisor will make contact with you to discuss your requirements, and to book in your annual site visit.

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For further information contact: Fabrice Terrochaire

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Healthy Schools Programme

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Healthy Schools Haringey is an accredited, evidence based programme that supports schools to maintain their Healthy School status and achieve Bronze, Silver and Gold awards as part of Healthy Schools London programme.



What are the benefits of becoming a Healthy School?

- ❑ The Healthy Schools programme shows a strong association between health promotion and school improvement, increased attendance and improved learning
- ❑ OFSTED consider children's well-being to be "very important" and inspectors will continue to look at this throughout inspection.



- ✓ Healthy School interventions are "tried and tested" and outcome based to ensure value added commissioning
- ✓ Robust accreditation as part of Healthy School London Curriculum development
- ✓ Continuing Professional development on health and wellbeing topics.
- ✓ Improved health and wellbeing universal outcomes for pupils, staff, parents/carers and wider school community Improved health and wellbeing outcomes for targeted groups within the wider school community.

What you get

- ❑ The Healthy Schools programme has 4 core themes:-
 - healthy eating,
 - physical activity,
 - emotional health and wellbeing and
 - PSHE (including sex and relationship education and drugs and alcohol education)
- ❑ The Healthy School programme promotes the whole-school approach to improving health and wellbeing .
- ❑ An evidence based programme of interventions, training and resources
- ❑ Healthy Schools Haringey network - weekly resource filled emails, Healthy School webpage, termly network meetings and annual conference
- ❑ Healthy Schools London accreditation



When you buy into our package we offer you:-

- ✓ **Expert guidance and support** to achieve your Silver and Gold Healthy Schools awards. We will support you step-by step via face to face meetings, emails and by telephone.
- ✓ Access to small group Silver award training workshops
- ✓ Health and wellbeing **data analysis and information** to help form a Healthy School Silver action plan
- ✓ Access to cost-effective partial/match-funded **programmes and interventions** such as:-
 - health and wellbeing days at your school
 - theatre productions to promote emotional health and wellbeing and SRE.

What will it cost?



Bronze award support is free of charge to all Haringey schools

Silver and Gold award support is £500

The school should appoint a Healthy Schools Champion to work directly with us.

For further information contact:

Debbie Arrigon (Public Health Commissioner)

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Telephone: 0208 489 5648

Price List

Package	Price *
Health and Safety	£1500 to £3000 **
Workforce Wellbeing	£1000 to £2000 **
Healthy Schools Programme	£500 (flat rate)
Discount for buying all 3 packages	10%

Illustration: For a small primary school, buying all 3 packages individually would cost £1500 (H&S) + £1000 (WWB) + £500 (HS) = £3000. Buying all 3 together brings the annual price to £2,700.

* Prices shown are for Haringey maintained schools. For other schools, or out of borough schools (POA).

** Price is calculated depending on the size of the school's workforce.