

Workforce Wellbeing for Schools

Further Information

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.

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. 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.

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.

When you buy into our package we offer you:-

- ✓ A dedicated workforce health and wellbeing adviser to provide advice and guidance.
- ✓ An assessment of the schools needs and priorities to manage wellbeing.
- ✓ A health and wellbeing strategy with detailed action plan.
- ✓ Stress management audit for all staff in your school with full analysis.
- ✓ On going e-mail and telephone support.
- ✓ Monthly wellbeing newsletter with promotions, advice and much more!

Dedicated Health & Wellbeing Adviser

Firstly, your school will have access to a fully qualified and experienced Health & Wellbeing adviser (with over 12 years experience) who will provide assistance, guidance and tools to enable your school to manage wellbeing.

The Council Workforce Health & Wellbeing Adviser will work with the school's nominated Wellbeing Champion and the school itself to ensure the school has assessed its needs and priorities around wellbeing and uses its policies and practice to create a working environment that is conducive to health and wellbeing.

This would include leadership, planning, engagement and ownership shown by the school including the school having a health and wellbeing strategy in place with a detailed action plan.

Also, to develop and maintain a good partnership with your nominated School Wellbeing Champion for all aspects of health and wellbeing and ongoing e-mail and telephone support.

Stress Management Assessment

We will carry out a stress management assessment for staff (for confidentiality purposes must be 10 employees or more) to include full analysis and advice on setting up an action plan etc. The stress management standards define the characteristics, or culture, of an organisation/school where the risks from work related stress are being effectively managed and controlled.

The Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health and wellbeing, lower productivity and increased sickness absence. In other words, the six Management Standards cover the primary sources of stress at work. These are:-

- Demands
- Control
- Support
- Relationships
- Role
- Change

This will help the school:-

- Demonstrate good practice through a step by step risk assessment approach;
- Promote active discussion and working in partnership with staff to help decide on practical improvements that can be made;
- Identify the main risk factors for work related stress; and
- Help your school as a whole focus of the underlying causes and their prevention.

Wellbeing Newsletter for Schools

We will produce a monthly wellbeing newsletter to schools promoting various Haringey services and other national campaigns in relation to health and wellbeing. This will include:-

- ✓ cycle schemes including 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 more!

Should you have any further questions on any aspect of this wellbeing package please feel free to contact Billy Cassidy: e-mail: billy.cassidy@haringey.gov.uk or Tel: 0208 489 4540.

