



KALEIDOSCOPE
Multi Academy Trust

Staff Wellbeing Policy

Approved by:	Kaleidoscope Trust Board	Date: September 2023
Next Review: September 2025		

1. Aims

Kaleidoscope Multi-Academy Trust (KMAT) recognises that working in schools is challenging and fast paced. Schools need to respond quickly to national and local changes, as well as striving for high academic outcomes, we are playing an increasing role in supporting vulnerable families and dealing with safeguarding incidents and concerns.

This policy aims to:

- Support the wellbeing of all staff to avoid negative impacts on their mental, spiritual and physical health
- Provide a supportive work environment for all staff
- Acknowledge the needs of staff, and how these change over time
- Allow staff to balance their working lives with their personal needs and responsibilities
- Help staff with any specific wellbeing issues they experience
- Ensure that staff understand their role in working towards the above aims

2. Promoting wellbeing at all times

KMAT places a high priority on staff wellbeing. We want our staff to be happy in their roles and to feel that they are valued and play a vital contribution to the operation of their school and KMAT. This policy outlines some of our approaches to make this possible.

When making changes to policy and practice, we always take workload into consideration. Our working practice, systems and procedures need to be smart, relevant and have an impact on the children, staff and wider community. Change for the sake of it is not positive for anyone. School Leaders are reflective and will review the impact of changes and adjust where necessary after taking feedback from stakeholders. By allowing sufficient time for changes, explaining the process and reasons why the change is needed, working together to make them and provide necessary training, we aim to reduce any stress or anxiety associated with poor change management.

Our leaders and staff should be approachable and we have put in place measures to support staff who need it. This includes

The Health Assured Employee Assistance Programme, 0844 891 0356 which includes;

- *Free 24/7 counselling, legal & information line*
- *Critical incident advice & telephone support*
- *Online health portal & access to the Wisdom: Mental Health Support app*
- *Relationship management support & usage reporting**
- *Management support line & counselling*
- *Manager support guides*

The Education Support Helpline 08000 562 561 offers 24-hour support.

Staff also have access to mental health and wellbeing support on the National College CPD system.

Staff wellbeing is also a regular focus of Trust Board and Local Governing Body meetings.

Wellbeing will be a continued focus during appraisals.

KMAT has signed up to the DfE Education Staff Wellbeing Charter and will work to follow the best practice and advice it provides. Our HR policies are based upon North Somerset's model policies.

2.1 The Role of all staff

All staff are expected to:

- Treat each other with empathy and respect
- Keep in mind the workload and wellbeing of other members of staff
- Support other members of staff if they become stressed, such as by providing practical assistance or emotional reassurance
- Report honestly about their wellbeing and let other members of staff know when they need support
- Contribute positively towards morale and team spirit
- Use shared areas respectfully, such as the staff room or offices
- Take part in training opportunities that promote their wellbeing

2.2 The Role of line managers

Line managers are expected to:

- Maintain positive relationships with their staff and value them for their skills, not their working pattern
- Provide a non-judgemental and confidential support system to their staff
- Take any complaints or concerns seriously and deal with them appropriately using the school's policies
- Monitor workloads and be alert to signs of stress, and regularly talk to staff about their work/life balance
- Make sure new staff are properly and thoroughly inducted and feel able to ask for help
- Understand that personal issues and pressures at work may have a temporary effect on work performance, and take that into account during any appraisal or capability procedures
- Promote information about and access to external support services
- Help to arrange personal and professional development training where appropriate
- Keep in touch with staff if they're absent for long periods
- Monitor staff sickness absence, and have support meetings with them if any patterns emerge
- Conduct return to work interviews to support staff back into work
- Conduct exit interviews with resigning staff to help identify any wellbeing issues that lead to their resignation

2.3 Role of senior staff

Each school has a Mental Health Lead.

School	School Mental Health Lead
Ashcombe	Kathie Light
Becket	Dee Wiles
Christ Church	Colette Bagnall
Crockerne	Emma Bray
Hutton	Charlie Barwell
St Martin's	Deb Crandon
Worle Village	Sue Elliott

Senior staff are expected to:

- Lead in setting standards for conduct, including how they treat other members of staff and adhering to agreed working hours
- Manage a non-judgemental and confidential support system for staff
- Monitor the wellbeing of staff through regular surveys and structured conversations
- Make sure accountability systems are based on trust and professional dialogue, with proportionate amounts of direct monitoring
- Regularly review the demands on staff, such as the time spent on paperwork, and seek alternative solutions wherever possible
- Make sure job descriptions are kept up-to-date, with clearly identified responsibilities and staff being consulted before any changes
- Listen to the views of staff and involve them in decision-making processes, including allowing them to consider any workload implications of new initiatives
- Communicate new initiatives effectively with all members of staff to ensure they feel included and aware of any changes occurring at the school
- Make sure that the efforts and successes of staff are recognised and celebrated
- Produce calendars of meetings, deadlines and events so that staff can plan ahead and manage their workload
- Provide resources to promote staff wellbeing, such as training opportunities
- Promote information about and access to external support services
- Organise extra support during times of stress, such as Ofsted inspections
- Make spaces available for staff with or without religious beliefs to reflect, pray or meet.

2.4 Role of the Governing Board

The governing board is expected to:

- Make sure the school is following KMAT Policy and procedures such as by giving staff a reasonable workload and creating a supportive work environment
- Monitor and support the wellbeing of the Headteacher
- Ensure that resources and support services are in place to promote staff wellbeing

- Be reasonable about the format and quantity of information asked for from staff as part of monitoring work
- Ensure that staff are clear about the purpose of any monitoring visits and what information will be required from them
- Ensure that staff have time to reflect on their mental, spiritual and physical wellbeing

2.5 Role of the Trust Board

- Make sure KMAT is fulfilling its duty of care as an employer, such as by giving staff a reasonable workload and creating a supportive work environment
- Monitor staff wellbeing and the support offered by KMAT Schools
- Make decisions and review policies with staff wellbeing in mind, particularly in regards to workload
- Ensure the MAT is reasonable about the format and quantity of information asked for from staff as part of monitoring work
- Ensure that KMAT schools are clear about the purpose of any monitoring visits and what information will be required from them
- Ensure that staff have time to reflect on their mental, spiritual and physical wellbeing
- Review the Wellbeing Policy every two years

3. Managing specific wellbeing issues

The school will support and discuss options with any staff that raise wellbeing issues, such as if they are experiencing significant stress at school or in their personal lives.

Where possible, support will be given by line managers or senior staff. This could be through:

- Giving staff time off to deal with a personal crisis
- Arranging external support, such as counselling or occupational health services
- Completing a risk assessment and following through with any actions identified
- Reassessing their workload and deciding what tasks to prioritise

At all times, the confidentiality and dignity of staff will be maintained.

4. Monitoring arrangements

This policy will be reviewed every 2 years by the KMAT Trust Board.

5. Links with other policies

This policy is linked to our:

- Appraisal policy
- Behaviour policy
- Capability policy

- Collective Worship Policy (VC and VA Schools)
- Staff code of conduct
- Appraisal Policy
- Staff Absence Policy
- Managing Attendance Policy
- School's own Marking and Feedback Policies