



Llanedeyrn
Primary School

Staff Well-being – #TheLlanWay

***Here at Llanedeyrn Primary School, we promote
Good Physical and Mental Health, and Well-being for ALL staff***

We underpin everything with our **Core Values:**

***Be Respectful
Be Responsible
Be Safe
Be Learners
Be Outstanding***

Teaching can be a tough job. It can be immensely rewarding but emotionally and physically draining. Safeguarding and poor mental health issues can be intense and complex. Children's emotional and behavioural problems are increasing, adults are suffering with their own crises. Much is demanded of us as a school.

If we are serious about our mission statement, 'Together we can all succeed,' then we must be serious about looking after our own physical and mental health. How we focus on safeguarding and encouraging good mental health reminds us of our own responsibility to take care of ourselves so that we can take care of others. The two are inter connected. If we are not well, then we cannot support the wellness of others.

High psychological well-being is about feeling happy and doing well. People with high psychological well-being report feeling capable, happy, well-supported, and satisfied with life.

There are 4 main things that we can do to support high levels of psychological well-being in our everyday lives:

- Create Purpose;
- Positive Thinking;
- Express Gratitude;
- Foster Relationships.

In work, having high levels of psychological well-being can:

- Improve focus at work;
- Reduce stress;
- Increase job satisfaction and positive outlook;
- Improve physical health and improve general wellbeing;
- Form better relationships with colleagues and managers.

Benefits can also lead to:

- Higher levels of performance and increased productivity;
- Reduced absenteeism and presenteeism;
- Less sickness absence;
- Attracting and retaining top talent
- Our School being seen as a great place to work.

Our School's strategy for staff well-being provides support at a **universal, targeted and specialist level.**

Universal Support	Targeted Support	Specialist Support
<p>Mindful of workload – planning time above and beyond PPA during INSET Days and Twilight sessions;</p> <p>Support of LSAs for admin tasks each week and during INSET Days;</p> <p>Reduced Annual Report to 1 page;</p> <p>Additional ALN paperwork time in Twilight INSETs;</p> <p>Parents Evenings online so more manageable and can be done from home – reduces travel and late evenings;</p> <p>Guaranteed PPA time and can often be done from home;</p> <p>Medium Term Planning in place – draft form;</p> <p>Coaching on aspects that are found difficult;</p> <p>Singing together with the children;</p> <p>Birthday collections for 0 birthdays - £1:00;</p> <p>Collections for maternity leave / weddings / etc - £1:00;</p> <p>Collections for retirements – open amount;</p> <p>Well-being time considered;</p> <p>Open door policy to Senior Staff;</p> <p>Phase Meetings for communication and the sharing of ideas;</p> <p>Social occasions – 1 per term organised by Staff in Teams;</p> <p>Live plants in work spaces;</p> <p>Fans in all rooms;</p> <p>Training for all staff – relevant to their needs;</p> <p>Leave of Absences granted to support families;</p> <p>Recruitment and application training to support professional development;</p> <p>Performance Management;</p> <p>Allotment Area – being developed to support outdoor environment for staff during lunch periods;</p>	<p>Potential supervision for pastoral leaders;</p> <p>Additional training for the Well-being Team;</p> <p>Confidential HR advice;</p>	<p>Care First</p> <p>Employee Assistance programmes</p> <p>Occupational Health</p>

Breakfasts in Phases;

Christmas Fun Competition;

Christmas Staff Item;

Secret Santa in Phases;

Partnered Tasks by agreement;

Leadership Time;

Meals together;

Christmas SLT item;

Multi-Faith Room;

Celebrations of Different Faiths;

A 'manage your own time' approach to professional learning;

A clear Responding to Learners Policy;

A centralised Behaviour Policy supported by class choice systems;

A hospitable environment for trade unions and professional bodies.

Research indicates that taking the following steps can be important in the promotion and maintenance of well-being:

- Know your own limits and use your ability to say 'no' when appropriate and necessary;
- Identify supportive people in your life, take up new hobbies and make time to laugh;
- Talk to others about a challenging day. Use your journey home to let the day at school fade away;
- Become more flexible around change. Trust that decisions will have your best interests at heart;
- Be compassionate to yourself and to others.

There can always be improvements and so our next steps include:

- Introducing supervision for pastoral leaders;
- Collectively develop, monitor and evaluate a staff well-being policy;
- Providing fans in all classrooms.

But of course, we are each responsible for playing our part in creating and maintaining good physical and mental health. So we must:

- Be Responsible and take care of ourselves as we are important;
- Be Respectful when using our voice to indicate our needs;
- Be Safe and practise good health, physically and mentally;
- Be Learners in every situation as we strive to do better, alone and in our teams;
- Be Outstanding and never give up on improving our own physical and mental health; and share in each other's joys and successes.

