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**Staff Wellbeing Policy: Working for Life in All its Fullness.**

Purpose of this document:

* To explain how our vision supports staff wellbeing
* To explain how our Christian values underpin our approach to staff wellbeing
* To demonstrate to staff that governors attach importance to staff wellbeing and are there to support it
* To give staff a voice
* To bring the school ethos to life for staff wellbeing
* To encourage staff to support each other

**Working for Life in All its Fullness**

Our policy is primarily based on the Church of England Vision for Education, viewed through the lens of staff wellbeing. At the heart of the vision is the promise that Jesus has come to provide “life in all its fullness” (John 10:10), and that this will lead to human flourishing for the common good of the whole community.

In addition, the governing body recognises its responsibilities under the law to ensure that staff are not made ill by their work. It recognises the considerable pressures on staff in schools, which if not properly managed, can and do lead to work related stress.

Therefore, as well as aligning to the overall ethos of St Bega’s, this policy is part of the overall Health and Safety policy arrangements.

At St Bega’s, we aim for staff to experience Life in All Its Fullness. We include staff within the vision of abundant life and human flourishing. If our children are to flourish, then our staff must flourish too.

Staff wellbeing is founded on consideration of the whole person, i.e the physical/intellectual, spiritual, moral and social/cultural dimensions of life. The next section explains the four fundamental elements of the Vision for Education, and what St Bega’s does within each element to support staff wellbeing.

1. **Working for Wisdom, Knowledge and Skills**

The Church of England Vision for Education states that:

“Good schools should foster confidence, delight and discipline, in seeking wisdom, knowledge, truth, understanding, know-how and the skills needed to shape life well. They nurture academic habits and skills, emotional intelligence and creativity across the whole range of school subjects, including areas such as music, drama and the arts, information and other technologies, sustainable development, sport and what one needs to understand and practice in order to be a good person, citizen, parent, employee, team or group member, or leader.”

To enable staff wellbeing in this area, St Bega’s policy is:

* To encourage staff to continue to develop and grow their own skills, knowledge and capabilities across a broad spectrum of academic, artistic, technical, practical, physical and soft subjects.
* To enable staff to develop deep understanding of the value of “Community”.

These points align strongly with the Christian values of Wisdom, Creation and Koinonia.

1. **Working for Hope and Aspiration**

The Church of England Vision for Education states that:

“Good schools open up horizons of hope and aspiration, and guide pupils into ways of fulfilling them. They also cope wisely with things and people going wrong. Bad experiences and behaviour, wrongdoing and evil need not have the last word. There are resources for healing, repair and renewal; repentance, forgiveness, truth and reconciliation are possible; and meaning, trust, generosity, compassion and hope are more fundamental than meaninglessness, suspicion, selfishness, hardheartedness and despair”.

To enable staff wellbeing in this area, St Bega’s policy is:

* To demonstrate that we value each individual member of staff
* For governors and staff to work together as a team to enable the whole school to flourish
* To provide staff with a rich experience and understanding of Christianity, whatever their own beliefs
* To build strong, trusting relationships between and among governors and staff, which enable staff to be supported through difficult times

These points align strongly with the Christian values of Hope, Trust, Forgiveness, Endurance and Compassion.

1. **Working for Community and Living Well Together**

The Church of England Vision for Education states that:

“We are only persons with each other: our humanity is “co-humanity”, inextricably involved with others, utterly relational, both in our humanity and our shared life on a finite planet. If those others are of ultimate worth then we are called to responsibility towards them and to contribute responsibly to our communities. The good life is “with and for others in just institutions”. So education needs to have a core focus on relationships and commitments, participation in communities and institutions and the qualities of character that enable people to flourish together”.

To enable staff wellbeing in this area, St Bega’s policy is:

* To be a hospitable school, where governors and staff aim to “live well together”, in respectful relationships
* To encourage staff to work in partnership with the local church for the benefit of those in our wider community
* To create within the school an environment which is conducive to reducing instances of work-related stress, and to ensuring that individuals suffering from work-related stress are managed in a sympathetic and supportive manner.

These points align strongly with the Christian values of Compassion, Friendship, Service and Thankfulness.

1. **Working for Dignity and Respect**

The Church of England Vision for Education states that:

“Human dignity, the ultimate worth of each person, is central to good education. The basic principle of respect for the value of each person involves continual discernment, deliberation and action, and schools are one of the main places where this happens, and where the understanding and practices it requires are learned. ”

To enable staff wellbeing in this area, St Bega’s policy is:

* To demonstrate that staff are valued in our school as God’s children, whatever their background or personal needs
* To enable staff to feel blessed and be a blessing to others in their work
* To encourage staff to find space for creativity, and to find and communicate joy, wonder, amazement, fascination and delight in their work.
* To use risk assessment and training as tools to enable staff to manage workload, and to incorporate the results of risk assessment into the School Action Plan/School Development Plan to tackle the areas identified.
* To promote a culture which recognises that stress related problems do not indicate weakness, incompetence or laziness.
* To encourage staff to ask for help from each other and from governors when needed
* For governors to identify and implement practical ways of providing staff with support, for example access to Occupational Health Services, provision of training, and assessment of workload.

These points align strongly with the Christian values of Peace, Humility, Justice and Reverence.