

Staff Wellbeing Policy



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Aims

The wellbeing of our staff at Renaissance Education is essential for maintaining a positive and productive environment for both staff and students. Our company is committed to fostering a culture that supports the physical, emotional, and mental wellbeing of all staff members, recognising that a healthy workforce is key to delivering high-quality education and care to our students.

This policy outlines our commitment to staff wellbeing and the ways in which we aim to create and sustain a healthy, supportive, and respectful working environment.

- To promote a culture where staff wellbeing is valued and supported.
- To provide clear guidance on the resources and support available for staff wellbeing.
- To ensure that staff feel empowered to maintain a healthy work-life balance.
- To address concerns and issues that may affect staff wellbeing in a timely and sensitive manner.
- To promote a collaborative approach to managing workloads and responsibilities.
- To ensure that staff feel respected, valued, and supported in their roles.

Support for Staff

We recognize that supporting positive mental health for staff is a key priority.

Renaissance Education recognises the importance of maintaining the mental health and wellbeing of its staff members. To that end, we take guidance from the DFE Workplace Wellbeing Charter to make the following organisational commitments;

- Prioritise staff mental health
- Give staff the support they need to take responsibility for their own and other people's wellbeing
- Give managers access to the tools and resources they need to support the wellbeing of those they line manage
- Establish a clear communications policy
- Drive down unnecessary workload
- Champion flexible working and diversity
- Create a good behaviour culture
- Support staff to progress in their careers
- Include a sub-strategy for protecting leader wellbeing and mental health
- Hold ourselves accountable, including by measuring staff wellbeing

Our offer

In support of our staff, we offer:

Work-Life Balance

Flexible Working: Where possible, PPA sessions will be timetabled to enable staff are able to take this time at home for planning. Furthermore, additional time taken for 'twilight' training sessions will be given back as a wellbeing day for all staff to take.

Reasonable Workloads: Senior leaders will monitor workloads to ensure they are manageable, and staff are encouraged to raise concerns if they feel overwhelmed.

Time Off: Requests for leave, including for personal or family emergencies, will be treated with understanding and flexibility.

Mental Health Support

Confidential Counselling: The company provides access to confidential counselling services for staff who may need mental health support through Perkbox and Wisdom Health Assured

Mental Health First Aiders: A trained mental health first aider will be available to offer immediate support to staff members experiencing stress, anxiety, or other mental health issues.

Open Communication: Staff are encouraged to communicate openly with line managers about any mental health concerns. Regular wellbeing check-ins will be incorporated into line management meetings.

Physical Health

Healthy Working Environment: The company will ensure that all workspaces are ergonomically designed to reduce physical strain and injury.

Exercise and Fitness Opportunities: Staff are encouraged to participate in physical activities, and the company will offer opportunities such as access to gym facilities or walking groups where possible. Perkbox includes wellbeing activities such as yoga.

Social and Emotional Wellbeing

Team-Building Activities: Regular team-building activities and social events will be encouraged to foster a supportive and collaborative staff community.

Peer Support Groups: Staff are encouraged to participate in peer support groups where they can share experiences, seek advice, and offer support to one another.

Training and Professional Development

Wellbeing Training: All staff will be provided with training on managing stress, building resilience, and maintaining a healthy work-life balance. All staff will also have access to Perkbox where they can learn calming strategies and take part in meditation.

Professional Growth: The company will provide opportunities for continuous professional development to ensure staff feel confident and competent in their roles.

As a minimum, all staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training to enable them to keep students safe. We will host relevant information on our virtual learning environment for staff who wish to learn more about mental health.

The 'Wisdom Health Assured' portal provides free information suitable for staff wishing to know more about a specific issue. Training opportunities for staff who require more in depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due developing situations with one or more students.

Where the need to do so becomes evident, we will host twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health. Suggestions for individual, group or whole company CPD should be discussed with senior leadership, who can also highlight sources of relevant training and support for individuals as needed

Managing Stress and Workload

Regular Reviews: Workloads will be regularly reviewed through performance management and informal discussions to ensure they remain manageable.

Clear Job Roles: Each staff member will have a clear job description outlining their responsibilities. If additional tasks are required, adequate time and resources will be provided.

Time Management Training: Staff will have access to training on time management and prioritizing tasks to help reduce stress related to deadlines and workload.

Communication and Feedback

Open Door Policy: The company leadership team operates an open door policy where staff can discuss any concerns, issues, or ideas related to their wellbeing without fear of judgment or repercussions.

Regular Staff Surveys: Anonymous wellbeing surveys will be conducted regularly to gather feedback and identify any areas for improvement.

Wellbeing Champions: A dedicated team of wellbeing champions will be appointed to promote wellbeing initiatives, represent staff concerns, and liaise with leadership.

Support for Staff in Crisis

Immediate Support: In cases of personal or professional crisis, staff will be offered immediate support through counselling services, peer support, or temporary workload adjustments.

Return-to-Work Plans: For staff who have taken extended leave due to health issues, a phased return-to-work plan will be developed in consultation with the individual to ensure a smooth transition back into work.

Perkbox

In addition, to this, all staff are signed up to Perkbox where they can access wellbeing activities, gain discounts from shops, restaurants and trips and collect points for treats such as a coffee or sausage roll. Staff are able to nominate others for additional perk points as recognition for hard work which helps to build morale.

Leadership Responsibility

Senior leaders and managers are responsible for ensuring that the wellbeing of staff is prioritized and actively supported. This includes being approachable, understanding, and proactive in recognizing signs of stress or wellbeing concerns.

Leaders will ensure that the company's ethos of inclusivity, respect, and support extends to all staff members, creating a workplace where everyone feels valued.

Evaluation and Review

This policy will be reviewed annually by senior leadership and the wellbeing team to assess its effectiveness and make any necessary updates.

Feedback from staff, gathered through surveys and consultations, will be used to inform changes and improvements to the policy.