

OUR LADY IMMACULATE CATHOLIC ACADEMIES TRUST

ST JOHN RIGBY PRIMARY SCHOOL

*God's will be done through work and play, as we follow Jesus day by day*



## **SJR Approach to Emotional Wellbeing & Positive Mental Health: Staff Wellbeing & Workload Charter**



## What is Wellbeing?

A state of complete physical and mental health that is characterised by high quality social relationships.

DfE Advisory group on Education Staff Wellbeing

## What is our Commitment to Wellbeing?

The Department of Education has developed a Wellbeing Charter for all staff working within education settings in England, confirming its commitment to protect and promote the wellbeing of education staff.

As a school, we recognise the value of promoting wellbeing across our school and have signed up to the charter. However, as a Catholic school, we are pledging to go beyond this and have established our own set of defined principles within our SJR Charter.

This document evidences St John Rigby's commitment to the Physical, Emotional, Social and Spiritual Wellbeing of all our staff and provides examples of how our school ensures Mental Health & Wellbeing are at the heart of our decision making. We will also support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles in our school.

# THE RIGBY WAY: HEALTH & WELLBEING EVERYDAY

## WELLBEING CHARTER



### SPIRITUAL HEALTH and WELLBEING

Our school ethos, grounded in Catholic values of faith, hope, love, trust, and forgiveness, provides a distinct sense of community and belonging for all staff.

Our school mission's emphasis on service supports staff in spiritual growth, reflection, and the pursuit of personal and professional purpose, fostering resilience, authenticity and fulfilment.

We value the individuality of all staff, supporting spiritual wellbeing in ways that resonate personally, whether through faith, discernment, ethical practice or work aligned with the Catholic school mission.



### PHYSICAL HEALTH and WELLBEING

We empower staff to take ownership of their physical health and wellbeing, providing access to resources, guidance, and opportunities that support healthy lifestyles.

The school promotes calm, safe, and disciplined environments that enable teachers to teach and pupils to learn, while ensuring all staff are treated with respect by pupils, parents, and colleagues alike.

We implement systems and guidance to help staff manage workload, maintain a healthy work-life harmony, and sustain energy, resilience, and overall wellbeing.



### MENTAL HEALTH and WELLBEING

We prioritise staff mental health by promoting an open and supportive school culture in which wellbeing is recognised, discussed, and understood as a shared responsibility.

Appropriate and timely support is available to all staff, including in-school provision and access to external professional services.

We take purposeful action to reduce unnecessary workload through clear, consistent systems and protocols that support staff wellbeing at all levels, including leadership.



### EMOTIONAL HEALTH and WELLBEING

We promote an inclusive, positive school culture in which staff contributions are valued and staff voice informs decision-making through clear and effective communication.

Professional collaboration is encouraged in ways that strengthen positive relationships and sustain a manageable workload.

Professional learning is purposeful, and underpinned by trust, respect, and dignity, supporting both emotional wellbeing and professional growth.





## Prioritise staff mental wellbeing

We will:

- 1 **Create a supportive, safe, and inclusive culture**, by fostering a psychologically safe and respectful working environment where staff feel able to speak openly about wellbeing, workload, and challenges, confident they will be listened to and supported without judgement.
- 2 **Give equal consideration and support to mental wellbeing and physical health**, by ensuring a consistent and compassionate approach to absence management, including effective return-to-work and wellbeing meetings, occupational health and counselling referrals, structured return-to-work plans for long-term absence, and individual risk assessments where required, while keeping staff wellbeing as a standing focus within all SLT and LAC meetings.
- 3 **Listen, reflect, and take action**, by regularly seeking staff feedback on wellbeing and workload and responding meaningfully, communicating clearly about actions taken and continuing to review and improve our approach.
- 4 **Manage workload fairly and proportionately**, by actively reviewing and reducing unnecessary workload, ensuring expectations around planning, marking, assessment, and data are reasonable and purposeful, in order to support a healthy work-life harmony.
- 5 **Provide access to wellbeing support and development**, by ensuring staff are aware of and can access appropriate support, including counselling, occupational health services, and that key staff are trained to recognise and respond to wellbeing needs e.g. Mental Health First Aider.
- 6 **Recognise and celebrate staff contributions**, by promoting a culture where everyone feels valued, through regular staff shout-outs, thank-yous, and recognition of effort, commitment, and achievements, both formal and informal, across all roles.
- 7 **Promote a positive and connected staff community**, by encouraging a supportive, friendly, and inclusive school environment and recognising the importance of relationships through social events, celebrations, and opportunities for staff to connect in wellbeing workshops.

## Give staff the support they need to take responsibility for their own and other people's wellbeing



We will:

- 1 **Empower staff to take ownership of their own wellbeing**, by ensuring they understand the different dimensions - mental, emotional, physical, and financial - and are encouraged to prioritise their health and resilience through training, self-care resources, and regular wellbeing discussions in meetings.
- 2 **Empower staff to support others**, by fostering a collaborative culture where buddy systems, peer partnerships, and checking in with colleagues and offering mutual support is routine.
- 3 **Offer opportunities for staff to discuss workload and wellbeing** by providing drop-in sessions and forums where concerns can be safely raised and addressed collaboratively.
- 4 **Provide access to wellbeing guidance, CPD and tools** by encouraging the use of school-subscribed platforms such as HANDSAM or National College, NHS providers, and an Employee Assistance Programme (Health-Assured) for area such as:
 

Recognising & supporting anxiety	Recharging and boosting wellbeing	
Finance Support	Relationships	What is wellbeing?
Responding to change	Grief & loss	Stress awareness
Emotional Awareness	Conflict resolution	Drug & alcohol awareness
Mental Health in Education	Depression	Setting goals
- 5 **Promote the 'Rigby Way' ethos**, by embedding wellbeing as a shared responsibility, recognising that we are all a community of learners, and integrating a wellbeing focus into leadership meetings, policies, daily practice.