



Silverwood Wellbeing Policy

Summary of policy

Silverwood School is committed to promoting the health, safety, and wellbeing of all staff, recognising that a positive and inclusive working environment supports both staff and pupil outcomes. The school embeds wellbeing into everyday practices, provides training and support, and encourages open communication and staff feedback through surveys and committees. Leaders and managers are responsible for fostering supportive environments, monitoring workloads, and addressing stress, while all staff are expected to maintain work-life balance and support colleagues. Confidential counselling and occupational health services are available, and the policy is reviewed annually to ensure its effectiveness.

Approved by:	Standards Committee	Date:
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Last reviewed on:	25.03.2026
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Next review by:	25.03.2027
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Wellbeing Vision

A school where we can be ourselves, feel and perform at our best,
and deliver exceptional outcomes for our pupils.

Wellbeing Mission

Creating an inclusive culture where everyone feels a sense of
belonging to our community.

Prioritising wellbeing and supporting those around us to do the same.

Adapting our everyday behaviours to enable us to feel and perform at
our best.

Embedding wellbeing into working practices across our school
community.

Measuring the impact of our wellbeing activities.

Ensuring that leaders are accountable and visibly committed to
wellbeing.

Values

Cooperation • Courage • Honesty • Perseverance • Respect •
Kindness

1. Policy Statement

Silverwood School is committed to promoting the health, safety, and wellbeing of all staff. Staff wellbeing is central to sustaining a safe, positive and inclusive working environment and underpins the quality of care and learning experienced by our pupils.

2. Scope

This policy applies to all staff including teachers, teaching assistants, support staff, finance and resources teams and premises colleagues.

Silverwood recognises that working within a complex SEND environment can place additional emotional and organisational demands on staff and we are committed to supporting colleagues through a proactive and inclusive approach.

3. Legal Framework

- Health and Safety at Work Act 1974
- HSE Management Standards for Work Related Stress
- Equality Act 2010
- Employment Rights Act 1996
- Employment Relations Act 1999
- DfE Workload Reduction Toolkit

4. Roles and Responsibilities

Governing Body and SLT

- Promote a positive culture around mental health and wellbeing
- Ensure adequate resources and training are provided
- Monitor stress risk assessments
- Consult with staff and unions
- Ensure monitoring visits are strategic and communicated clearly

Staff Wellbeing Governor

- Support a strategic vision for wellbeing
- Ensure wellbeing objectives sit within the school development plan
- Meet regularly with the wellbeing lead
- Report to governors on impact

Executive Headteacher

- Promote a supportive culture

- Ensure staff consultation
- Review risk assessments
- Ensure policies impacting wellbeing are implemented

Heads of Campus

- Promote supportive working environments
- Provide CPD relating to wellbeing
- Organise support during times of increased stress
- Encourage engagement with wellbeing initiatives
- Ensure inductions include wellbeing guidance

Line Managers

- Identify workplace stressors
- Monitor workload and working hours
- Provide clear communication
- Address bullying and harassment
- Support staff experiencing stress

All Staff

- Be aware of signs of stress
- Engage in training
- Communicate concerns
- Support colleagues
- Maintain work life balance

Staff Wellbeing Committee

- Attend meetings
- Promote wellbeing initiatives
- Update wellbeing boards
- Share feedback with leadership

5. Training and Development

Staff will receive training on recognising stress and mental health awareness. Leaders will receive additional training on supporting staff wellbeing.

6. Staff Voice

- Staff wellbeing surveys
- Wellbeing committee
- Open dialogue with leaders
- Debrief opportunities

- Anonymous feedback opportunities

7. Monitoring and Review

- Annual policy review
- Staff wellbeing data
- Feedback from staff
- Governor oversight

8. Confidential Support

- Confidential counselling services
- Occupational health referrals

- Support for work and personal stress

What is the Wellbeing Centre?

Covering the most important pillars of Wellbeing all in one place-Move, Munch, Money & Mind to help you create a happier and healthier lifestyle.

- If you're looking to get active or refresh your current training plan, there's plenty of workout videos from HIIT to Chest & Back- all provided by classpass
- Get help looking after your money with supportive tools and calculators, including a budget planner and mortgage calculators
- Wind down after a long day using one of our meditation techniques to help you drift off into a deeper sleep
- There are yummy recipes provided by Hellofresh to try something new any day of the week
- You also have access to our Employee Assistance Programme (EAP) offering confidential counselling and advice



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