

CV10 – Wellbeing

NB that this guidance is based on latest government guidance at time of writing. If guidance is updated, that government guidance takes precedent and may not be reflected in this document.

What are we doing now?	What else do we need to do?	Notes
Wellbeing of Students		
<ul style="list-style-type: none"> <input type="checkbox"/> School staff will need to consider how to support: <ul style="list-style-type: none"> - individual children who have found the long period at home hard to manage - those who have developed anxieties related to the virus - those about whom there are safeguarding concerns - those who may make safeguarding disclosures once they are back in schools - those who have experienced bereavements in their immediate family or wider circle of friends or family or had increased/new caring responsibilities. <input type="checkbox"/> Staff may wish to provide: <ul style="list-style-type: none"> - opportunities for children to talk about their experiences of the past few weeks - opportunities for one-to-one conversations with trusted adults where this may be supportive - some refocussed lessons on relevant topics, for example, mental wellbeing or staying safe - pastoral activity, such as positive opportunities to renew and develop friendships and peer groups - other enriching developmental activities <input type="checkbox"/> Staff will need to strike an appropriate balance between reintegrating pupils into a reassuring and familiar work ethic to support their mental wellbeing on the one hand and identifying and taking time to address explicitly individual concerns or problems on the other. <input type="checkbox"/> If safeguarding issues come to light they should be addressed using the school's Child Protection policy, which may need to be updated in light of wider opening. Head teachers should consider how they might manage any increase in referrals as pupils return to school. 		
Wellbeing of Staff		
<ul style="list-style-type: none"> <input type="checkbox"/> Governing bodies and senior leaders will be conscious of the wellbeing of all staff, including senior leaders themselves, and the need to implement flexible working practices in a 	Ensure staff risk assessment is updated and refreshed in line with Covid-19 concerns	

Covid 19 Guidance and Protocols

<p>way that promotes good work-life balance and supports teachers and leaders.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Workload will be carefully managed and the school will assess whether staff who are having to stay at home due to health conditions are able to support remote education, while others focus on face-to-face provision. This issue will be factored into our resource and curriculum planning and consideration given to where additional resource could be safely brought in if necessary. <input type="checkbox"/> We will consider how to support the mental wellbeing of our staff who are returning after a significant period of either home working or furlough. Where work-related issues present themselves, the HSE's published stress Management Standards will be followed. We will also review how we can support employees on broader issues, such as bereavement support and general anxiety about the ongoing situation. <input type="checkbox"/> We will following existing stress risk assessments and stress management guidance in supporting staff at risk of stress. 	<p>Ensure staff are aware that they should contact a member of SLT if they are concerned</p> <p>Ensure that welfare calls continue with staff members who are working at home as well as those onsite, identifying issues and resolving and supporting as appropriate</p>	
--	---	--