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## **WELLBEING POLICY**

This policy is prescribed by The Good Shepherd Trust and all reference to ‘the Trust’, includes all Trust schools and subsidiary organisations.

### **What is ‘wellbeing’?**

Wellbeing is about feeling good and functioning as well as you can do, physically and mentally.

How you feel is an essential part of evaluating whether you have a good level of wellbeing.

### **Evaluation of wellbeing**

The evaluation of ‘wellness’ includes self-assessment on your level of satisfaction with your personal circumstances, your personal relationships, financial and work circumstances as well as your emotions and whether you believe that your life is meaningful.

Evaluation should also take into consideration your state of health and whether you have any medical conditions that negatively impact on your ability to enjoy life.

### **The benefits of improving wellbeing**

The benefits of focusing on improving wellbeing are numerous and a high level of wellbeing can have the following effects, such as:

- Providing a greater resistance to developing illness
- Encouraging longevity
- Helping combat stress and anxiety
- Being associated with positive health behaviours in adults (those with a greater sense of wellbeing are less likely to smoke or drink excessively etc)
- Encouraging participation in sport and physical exercise
- Increasing the wellbeing of partners, family and friends

### **Wellbeing within the Trust**

The Trust acknowledges the potential impact that work has on an individual’s physical and mental health, and we wish to take all necessary steps to promote employee wellbeing as far as reasonably practicable. The Trust has the following policies and provisions that we hope will assist all staff in improving their feeling of wellbeing:

The following are examples

- Fair employment opportunities and equal treatment of all staff

- A commitment to fostering a culture of co-operation, trust and mutual respect, where all individuals are treated with dignity, and can work at their optimum level
- Flexible working requests will be seriously considered to help staff obtain a level of work/life balance that suits them
  
- An 'open door' policy that allows staff to speak to their line manager about any problem
- Management commitment to resolving any problems or concerns
- Regular team meetings and social functions to encourage colleague cohesion
- Time off work to deal with personal emergencies
- The provision of opportunities for personal development via training
- Regular risk assessments focusing on physical health and stress
- The provision of an anonymous suggestion/comments box
- Strict anti-bullying and anti-harassment procedures
- Robust grievance procedures
- Promoting positive relationships with management
- Ensuring that staff feel valued and supported at all times
- A fair allocation of workload
- The provision of fair performance review procedures
- Promoting strong communication within the Trust to allow all staff to have their say and to be heard

It is imperative that all staff within the Trust are content within their work place and with their work, as well as being as fit and healthy as possible, for the benefit of each staff member's wellbeing.

Your wellbeing will impact on the wellbeing of your colleagues and pupils, therefore it is a priority for the Trust to ensure that you do all you can to maintain your mental and physical health at a good level.

If you have any suggestions as to how the Trust may improve any aspect of this policy, or if you wish to discuss ways in which the Trust can help you improve your wellbeing, please contact the Principal School Leader.