

Mental Health & Well Being Support for Staff at Firs Primary School

We have two qualified Mental Health First Aiders at Firs — Mrs Martin (Headteacher) and Miss Talbot (Learning Mentor). Both are available to support staff mental health and wellbeing. In addition, we have a named governor, Rev Anita Matthews, who is available to offer pastoral support for staff.

Flexible working

Although flexible working is complex within the school environment, there is no expectation on staff to work in school when children are not here. Staff may choose to work at home or in school and there are no judgements made about the number of hours staff are in school.

The governors will look favourably on any flexible working requests and will endeavour to support staff requesting these, providing the request does not impact on the running of the school or the quality of provision for children.



Practical wellbeing

We offer some practical and fun things to support staff wellbeing;

Night outs to which all staff are invited

Termly Staff Soiree, personally funded by SLT, as a thankyou and an opportunity to chat with colleagues. This is in place of a staff meeting

Wellbeing tips on the weekly memo

Celebration of what has gone well in school each week written on the memo

'Well-being help yourself shelf' in the staffroom where any member of staff can contribute or take from

Tea, coffee, milk and sugar provided for all staff by the school

CPD focus on well being at least twice a year

What do we offer

All staff have access to a counselling service through SAS and can self-refer for this.

Our Learning Mentor has a confidential post-box for all staff to air concerns or request support.

The Headteacher has a weekly staff drop-in session which is put on the diary where staff can talk about anything they wish to.

All members of the SLT, in addition to the Learning Mentor, have a genuine open door policy.

Staff can contact SLT at any time, including out of school time, with the understanding that SLT will get back in contact when it is convenient to them. This enables wellbeing for all parties while ensuring good communication and preventing unnecessary worry about whether it is ok to make contact.

Gold Carnegie Award

The school gained the highest accolade in this award by achieving one of only a handful of Gold Awards which were allocated in Derby schools.

We have continued to build on this by ensuring continued training for mental health leads to better enable them to recognize and support staff through difficult times.

The school takes staff mental health and well-being very seriously and believe that our children receive the best experience if staff are, and feel, cared for.