

Staff Wellbeing Policy



Reviewed/Adopted:

October 2025

Next Review Date:

October 2027

Review Frequency:

Every year

Reviewed By:

Curriculum and Standards

Longstone Church of England (VA) Primary School

Staff Wellbeing Policy 2023 - 2024

‘We provide a safe, loving and respectful environment that nurtures the uniqueness and dignity of every person, enabling our pupils and staff to flourish’ – Nurture

OUR VISION AND VALUES 2022

Our wellbeing is of the utmost importance. It’s important for us; it’s important for our friends and families, and it’s important for the children of Longstone: If we are at our best, we can provide the best possible care and support for them.

We all have a responsibility to look after ourselves and each other. Our jobs are mentally and physically demanding. We carry a great responsibility. Whilst this is hugely rewarding it can, at times, impact on our emotional well-being.

Our wellbeing has always been a priority at Longstone. Ultimately, the day-to-day ethos and values at the school will impact more significantly than one-off events. That is why we have focused so relentlessly on identifying unnecessary burdens and reducing or removing them.

We make it a priority to listen to everyone’s ideas and opinions and have regular opportunities to gather these both formally and informally. As a result, school leadership tries to ensure staff spend little or no time doing pointless tasks, which reduces workload and improves wellbeing.

This approach of weeding out extraneous tasks is combined with a positive mindset. We are all autonomous and carry out roles in the way we see fit and in a professional manner. We work together to identify what is going well and areas where we can improve further.

Day to day ethos and values

- Culture: Everyone is welcoming and smiles (most of the time!). The positive atmosphere is something that everyone always comments on. We all look for solutions and support each other – ‘we’re all in this together’. This is the most important part of supporting and improving our wellbeing.
- Time: We are keenly aware that time is always a challenge. We work to remove unnecessary tasks and give everyone the time they need to focus on what makes the greatest difference for our children and families.
- Organisation: We try to plan ahead. We try to ensure that information is sent out well in advance so people are well-informed and well-prepared – helping to reduce stress. We try to stagger key events so that there is not too much on at any one time.
- Change: We are always looking at ways we can improve but that needs to be done in a proportionate and supportive manner so that everyone has time to take on board new initiatives and embed them before moving on. It’s also about knowing when to push forward and when to review or even stop with an idea.
- Autonomy: We operate a high trust culture, where everyone is empowered to do their job professionally and respectfully. We support each other and are always challenging each other to be our best.

Specific Approaches

- Planning: Whilst we have agreed planning formats, staff are encouraged to complete these in the way that best suits them and the learning.
- Marking: The school has adopted a policy which ensures that best feedback is given at the point of learning, which ensures the maximum time on formative assessment.

SMILERS Ways to Wellbeing

Derbyshire have identified the SMILERS ways to wellbeing. We have put in place initiatives to empower staff in each of the areas.



- ✓ Stay Connected
- ✓ Move
- ✓ Interest
- ✓ Look
- ✓ Eat Well
- ✓ Rest
- ✓ Support

- ✚ Team building events: Staff led – opportunity to socialise
- ✚ Staff ‘WhatsApp’ groups
- ✚ Staff room – Welcoming space to eat and meet.
- ✚ End of term events for staff

- ✚ Subject leader time for all staff
- ✚ Professional development focussed on developing skills and knowledge, not on targets.
- ✚ Regular CPD for all staff
- ✚ Performance Development approach (Vs Performance Management)
- ✚ Staff well-being surveys

Specific Support

Some staff will need additional specialist support. As a school we offer:

- Referrals to Occupational Health for additional support including counselling or cognitive behavioural therapy
- Supervision: Mentors for all new staff and support for any staff dealing with particular challenging circumstances.