

SUPPORT FOR STAFF IN SCHOOL

Our staff wellbeing is also a priority we are working towards signing up to the wellbeing charter published by the DofE and have outlined below guidance below for where and how staff can seek support in school.

<p>Tier 1: Coping – low level support and advice needed These concerns can be categorized as short periods of feeling like they are unable to cope. For the most part the person is thriving but there are incidents which cause distress without causing a longer term of lasting impact on wellbeing.</p>		
<p>What are the concerns?</p> <p>Examples include: Concerns about classes/pupils Struggles with workload e.g. planning or marking</p> <p>Feeling unsupported by line manager/HOD</p>	<p>Who can help?</p> <p>HOD/Line Manager</p> <p>Link member of SLT</p>	<p>What will they do?</p> <p>Offer help and support strategies Signpost to MHFA if feeling that struggles are building</p>
<p>Tier 2: Getting help – long term support needed These concerns are categorized as longer term and beginning to impact on the wellbeing and ability to carry out job</p>		
<p>What are the concerns?</p> <p>Examples include: Persistently feeling overwhelmed by workload Feeling unsupported Longer sustained periods of low mood Significant anxiety surrounding a specific element of school Bereavement</p>	<p>Who can help?</p> <p>Mental Health First Aiders</p> <p>EPS telephone number:</p>	<p>What will they do?</p> <p>Listen Signpost to appropriate support and advice Follow up and check in with staff member</p>
<p>Tier 3: Getting more help – targeted support needed A sustained concern which is affecting the wellbeing and possibly work of the adult. They are facing challenges on a regular, if not daily basis.</p>		

<p>What are the concerns?</p> <p>Examples include: Persistent low mood or anxiety Bereavement of close family member History of abuse Self-Harm Suspected eating Disorders Risk taking behaviors Emerging personality disorders</p>	<p>Who can help?</p> <p>KS</p>	<p>What will they do?</p> <p>Make reasonable adjustments at work Involve occupational health where appropriate Refer to EPS Provide information about employee guidance and helplines</p>
<p>Tier 4: Getting risk support – immediate high-level support needed Serious and possibly life-threatening incidents with require professional intervention outside of school</p>		
<p>What are the concerns?</p> <p>Examples include: Imminent risk to life Suicidal ideation or attempts Sustained self-harm Diagnosed anxiety disorder or depression Disclosure of incident of witnessed domestic abuse Disclosure of direct abuse</p>	<p>Who can help?</p> <p>DSL</p>	<p>What will they do?</p> <p>Seek immediate support from health professionals</p>

Signposting

Mind: <https://www.mind.org.uk>

MHFA: <https://mhfaengland.org>

Mental Health foundation: <https://www.mentalhealth.org.uk>

Education Support: <https://www.educationsupport.org.uk>