|  |  |
| --- | --- |
| **Staff Wellbeing Audit Tool**  |  |
|   | Not in place  |  |
|   | Partly in place  |  |
|   | Fully in place  |  |
|  |
| **A structured approach to prioritising staff mental health and wellbeing in schools**  |   |   |   |
| Staff mental health and wellbeing strategic commitment and/or policy |   |   |   |
| Staff mental health and wellbeing plan |   |   |   |
| Policies that support staff mental health and wellbeing (mental health at work, flexible working etc) |   |   |   |
| Staff wellbeing group to lead and develop staff initiatives  |   |   |   |
|   |   |   |   |
| **Creating the conditions and culture to drive positive mental health outcomes for all staff** |   |   |   |
| Measures in place to monitor and manage stress and burnout  |   |   |   |
|  Tools to help with work/life balance |   |   |   |
| Staff collegiality and appreciation fostered and promoted  |   |   |   |
| Peer support/mentoring/supervision available to staff  |   |   |   |
| External support for head teacher (mentoring, supervision, peer support) |   |   |   |
| A safe comfortable space for staff to take time out and de-brief outside of staff room environment |   |   |   |
| Inclusive opportunities for all staff to participate in social activities not linked to work  |   |   |   |
|  Physical working spaces that promote wellbeing (quiet rooms, plants, exposure to light)  |   |   |   |
|   |   |   |   |
| **Promoting an open culture around mental health** |   |   |   |
| SLT encourage regular discussion/openness on mental health and wellbeing  |   |   |   |
| Wellbeing part of daily operations/activity (inductions, 121s, team meetings) |   |   |   |
| Promotion/awareness campaigns of mental health and wellbeing across the school community |   |   |   |
| SLT model good working practices and self-care |   |   |   |
|   |   |   |   |
| **Building confidence and capability, with particular focus on line managers and wellbeing leads.** |   |   |   |
| Staff mental health and wellbeing lead in place |   |   |   |
| Line manager mental health and wellbeing training  |   |   |   |
| Return to work conducted with a focus on wellbeing  |   |   |   |
| Staff confident and encouraged to recognise and support/signpost when a colleagues mental health and wellbeing is under threat |   |   |   |
|   |   |   |   |
| **Providing tools and support to all staff, including those living with a mental health problem** |   |   |   |
| Staff know where to access internal and external sources of support  |   |   |   |
| Access to counselling/EAP/mental health services |   |   |   |
| Processes in place to support staff after difficult or distressing incidents |   |   |   |
| Staff training available in wellbeing and mental health to promote self-care, support and normalising a supportive culture |   |   |   |
|   |   |   |   |
| **Creating a transparent approach to measuring staff mental health and wellbeing** |   |   |   |
| Staff wellbeing promoted and monitored by school govenors  |   |   |   |
| Staff wellbeing survey (at least annual) |   |   |   |
| An accountability structure for staff mental health and wellbeing  |   |   |   |
|   |   |   |   |
| **Coronavirus** |   |   |   |
| Resources available and support for issues relating to Coronavirus (long Covid, trauma, bereavement)  |   |   |   |