|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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) | |  |  |  |