

# How can you support the mental health and wellbeing of all staff?



## Build relationships

- Take an interest in other staff members as people.
- Create spaces to get to know one another and build authentic relationships.

## Look and listen

- Find out how other staff members are – both individually and collectively through anonymous surveys.
- Notice when other staff members seem to be struggling, or seem out of sorts, and check in on them.

## Be authentic

- Foster a culture where openness about mental health and wellbeing challenges is encouraged.
- Encourage leaders to lead by example and talk openly and reflectively about their own difficulties.

## Be practical

- Set up a dedicated calm space in the school or college where staff members can take a break.
- Take practical steps to reduce workload and pressure.

## Be proactive

- Share guidance with all staff on maintaining their mental health and wellbeing.
- Signpost internal and external support pathways for those who are struggling.
- Consider whether school policies or processes might be adding undue pressure and workload.

## Be strategic

- Embed tangible commitments to staff mental health and wellbeing into a School Mental Health Policy.
- Discuss staff mental health and wellbeing as a standing item at Leadership and Governor Meetings.

## Be positive

- Celebrate and congratulate staff regularly – both publicly and individually.
- Ensure that feedback and appraisal processes are warm and constructive.
- Offer staff opportunities for ongoing growth and development.