

Supporting staff wellbeing at Newman

At Newman we are proud to be recognised by Rotherham Public Health as having achieved the :
Silver Be Well @ Work Award.



We recognise that work at Newman can be extremely rewarding. We also respect and acknowledge the impact the workplace may have on staff physical and mental health.

The Senior Leadership Team at Newman supports and encourages the development of staff wellbeing processes and initiatives and strives to develop and maintain a culture where staff feel valued and supported. There is a Designated SLT Mental Health Lead at Newman School (Sarah Kulmer) who works collaboratively with SLT and HR to actively promote, develop and maintain positive physical and mental health in the workplace.

There is an active team of trained staff **Workplace Health Champions** who are available to support individual staff members with physical and mental health in the workplace.

- Sarah Kulmer
- Jodie Massey
- Deborah Cox
- Charlotte Hush
- Evette Hodgson
- Deborah Turtle
- Fariah Fawcett
- Carroll Stephenson
- Jessica Goodwin
- Lisa Cox

Individual staff members can self refer to a Health Champion or ask for a referral through HR (Catherine Dawson)

The following link provides an informative health signposting site :

<https://www.mecclink.co.uk/yorkshire-humber>

Debrief opportunities

Newman Main School and Dinnington : At the end of every day staff, 3.45 onwards (members of SLT) are available for a 1:1 debrief to support any staff member with any traumatic events that may have arisen during the working day.

Staff should contact Sarah Kulmer, Louise Anderson or Catherine Dawson immediately to arrange a suitable time and place for a debrief session.

Newman Additional Resource : A daily debrief session takes place in the Communal Area at the end of the school day.

Behaviour Debrief opportunities

Any staff involved in managing or witnessing challenging behaviour of pupils, will be involved in a short debrief following an incident at the end of the day with a member of the Behaviour Support Team. This is to capture the needs and assess the next steps.

The next day and for the wider group of staff a short piece of information as an update will be given, to alert others to possible consequences and actions. Support for staff and pupils needs will be discussed at this stage.

Mental Health First Aid



We have two trained Adult Mental Health First Aiders who are available to support a staff mental health crisis in school : Carla Thompson and Sarah Kulmer.

Supervision

This is currently available to staff in EYFS and is to be further developed across school in 2022.

Employee Assist Programme

This is free service offering telephone or website support to all Newman School employees 24 hours a day.

It is confidential and offers information, advice and support with :

- Emotional support
- Work / career
- Housing
- Relationships

- Children
- Money
- Your rights
- Health and wellbeing
- Management support
- Retirement
- Crisis

www.my-eap.com/login

0800716017 (state you work for RMBC)

Activities to promote wellbeing

We recognise that some staff may benefit from activities in the workplace that aim to improve physical and mental wellbeing. We are currently striving to reinvigorate a variety of sessions for all to access :

- Staff choir
- Family walks
- Exercise before school
- Team games
- Music
- Reading
- Relaxation

Please contact a Health Champion for further information. If you would be interested in starting your own group, please contact a Health Champion for further advice and support

Education Support is a UK based charity offering emotional support to all education staff.

www.educationsupport.org.uk or 08000 562 561

Other useful sites :

www.mind.org.uk

www.anxietyuk.org.uk