



ST.MARY'S RC
PRIMARY SCHOOL

WE PRAY, PLAY & RESPECT ALL

HEALTH AND WELLBEING POLICY

1. Overview

The school is committed to promoting the health, mental health and wellbeing of pupils and staff. We aim to create a supportive, respectful and healthy environment in which pupils can learn and flourish and staff can work effectively and sustainably.

This policy brings together the school's previous Health, Mental Health and Well-being, Reducing Workload and Management of Work-Related Stress policies. It should be read alongside relevant safeguarding, RSE, SEND, behaviour, attendance, medical conditions, health and safety and employment policies and procedures.

2. Pupil Health and Wellbeing

- The school will promote pupils' physical, mental, emotional, social and spiritual wellbeing through its Catholic ethos, curriculum, pastoral provision and wider school life.
- Age-appropriate teaching about health, relationships and wellbeing will be delivered through the school's curriculum, including RSE/PSHE, in accordance with current requirements and the school's Catholic character.
- Staff will seek to identify emerging wellbeing or mental health concerns and respond through appropriate pastoral support, safeguarding procedures, SEND provision and referral or signposting to external services where needed.
- The school will work constructively with parents/carers and relevant external agencies to support pupils' health and wellbeing.
- Pupil wellbeing will be considered when developing approaches to curriculum, homework, assessment, behaviour and participation in school life.

3. Staff Wellbeing and Workload

The school recognises that staff wellbeing and workload are closely connected. Leaders and governors will seek to create working practices that are effective, proportionate and sustainable, while maintaining high standards for pupils.

- The impact on staff workload will be considered when policies, systems, initiatives and working practices are introduced or reviewed.
- Data will only be collected where it has a clear purpose, and systems for recording and reporting information should be as efficient as reasonably possible.
- Planning, assessment, marking and feedback expectations will be proportionate and focused on their value for teaching and learning rather than unnecessary evidence or paperwork.
- Staff will be encouraged to collaborate and share resources where this is helpful and appropriate.
- Leaders will critically consider external initiatives and avoid introducing requirements that create disproportionate workload for limited benefit.
- Governors and leaders will periodically review their own expectations and practices to identify opportunities to remove unnecessary workload.

4. Work-Related Stress

The school recognises work-related stress as a health and safety matter and will take reasonably practicable steps to identify foreseeable risks of stress-related ill health and to prevent, reduce or control those risks.

When considering work-related stress, the school will have regard to recognised factors including demands, control, support, relationships, role and change.

- Staff are encouraged to raise concerns about workload, pressure or work-related stress at an early stage with an appropriate member of the senior leadership team, their line manager or another appropriate person.
- Concerns will be considered sensitively and appropriate action will be explored. This may include reviewing workload or duties, management support, reasonable adjustments where applicable, an individual stress risk assessment, or advice from Human Resources, occupational health or other appropriate services.
- Where available and appropriate, staff may also be signposted to counselling, employee assistance or other wellbeing support.
- The school will seek to manage organisational change clearly and fairly, with appropriate communication and consultation.
- Bullying, harassment or unacceptable workplace behaviour will be addressed through the relevant school or employer procedures.

5. Roles and Responsibilities

- The Governing Body will support and challenge school leaders in promoting a healthy working and learning environment and in meeting relevant employer and health and safety responsibilities.
- The Headteacher has overall responsibility for promoting a positive culture of health and wellbeing and for ensuring that appropriate arrangements are implemented.
- Senior leaders and line managers should model proportionate working practices, consider the impact of their decisions on workload and wellbeing, and respond appropriately when concerns are raised.
- All staff have a role in contributing to a respectful and supportive working environment and are encouraged to raise concerns where work practices are adversely affecting health or wellbeing.
- The school's designated mental health leadership arrangements will support the strategic promotion of mental health and wellbeing in accordance with the roles established by the school.

6. Confidentiality and Safeguarding

Personal information about a pupil's or employee's health or wellbeing will be handled sensitively and shared only where there is an appropriate reason to do so. Confidentiality cannot be promised where information indicates a safeguarding concern, a serious risk of harm or another legal requirement to share information.

7. Monitoring and Review

Leaders and governors will keep staff workload, wellbeing and work-related stress under review through appropriate school mechanisms, including staff feedback, consultation, absence or incident information and other relevant evidence. The purpose of monitoring is to identify themes and improve working practices, not to create additional unnecessary bureaucracy.

This policy will be reviewed every three years, or earlier where legislation, statutory guidance, employer arrangements or school circumstances change. The next scheduled review is September 2029.

Revised and adopted by the Governing Body

Date: September 2026

Review Date: September 2029