

DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

Trust Wellbeing Policy

Policy type	Trust wide with local context
Review	Every three years
Author/Responsible Officer	Head of People
Approved by	COO
Date of ratification	July 2025
Date of next review	July 2028

This policy is a mandatory policy for all DSAMAT Academies and must be implemented without any amendments

Enabling all to flourish: Rooted in God's love



Our mission, vision and values

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities and we expect every school in the Trust to continuously improve. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally, and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way.

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Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

Statement of Intent

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) over-arching Wellbeing policy and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other school joining the Trust.

For the remainder of this document, the Diocese of St Albans Multi Academy Trust will be referred to as DSAMAT.



1. Introduction and Purpose of Policy

This policy is intended to outline the ways in which the Diocese of St Albans Multi Academy Trust (DSAMAT), senior leaders and employees can work together to enhance staff health and wellbeing, ensuring that the Academy and the Trust is a safe, caring, and positive place to work.

DSAMAT has legal responsibilities as an employer under health and safety legislation and its duty of care to support health at work is reflected in a number of policies and procedures.

These include:

- Health and Safety Policy
- Equal Opportunities Policy
- Attendance Management Policy
- Bullying and Harassment Policy
- Grievance Procedure
- Whistleblowing Policy
- Special Leave Policy

These policies, and others which relate to staff, can be accessed via the Trust and Academy websites.

2. Policy Statement

DSAMAT is committed to promoting the positive mental, physical, emotional and financial wellbeing of its staff and recognises that enhancing individual wellbeing offers benefits not just to our staff but also our pupils and the wider community.

In particular, the DSAMAT/ Governing Boards are committed to:

- Identifying and managing risks to the health and wellbeing of staff through putting in place appropriate measures backed up by suitable support and training.
- Promoting a healthy culture in which employees and line managers are aware of mental and physical health issues at work, particularly the demands of workload, and communicate openly and respectfully with one another on a regular basis.
- Creating an open and supportive workplace where managers and employees can discuss any issues associated with emotional or financial wellbeing, removing stigma and normalising conversations around mental health and money worries.
- Supporting financial wellbeing by ensuring available supportive resources and assistance are effectively communicated and offered to employees when needed.
- Ensuring that all employees understand the role they play in demonstrating healthy behaviours, recognising the signs of deteriorating health and/or escalating financial concerns and being proactive in seeking support for themselves and others when needed.
- Ensuring that members of staff are aware of the sources of support, internal and external, which are available to them and that all personal wellbeing matters will be dealt with in complete confidence.

This policy applies to all employees working for DSAMAT.

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3. Roles and Responsibilities

DSAMAT is responsible for overseeing the wellbeing strategy, monitoring the effectiveness of this policy and for ensuring that appropriate policies and procedures are in place to ensure the health and wellbeing of staff at work.

The Headteacher is responsible for the implementation of the wellbeing strategy and relevant policies and procedures as well as for ensuring that those with line management responsibilities are suitably skilled to support those they manage in an empathetic and constructive way, with due regard to mental, physical, emotional and financial wellbeing issues.

Line managers are responsible for supporting the Headteacher in implementing the wellbeing strategy, using policies and procedures fairly and consistently, working with their staff to understand and address daily pressures, monitoring workload and supporting staff appropriately to their needs, taking prompt action where there are signs of work-related stress, financial distress, or other health concerns.

All staff, including the Headteacher and line managers, are responsible for role-modelling healthy behaviours, treating others in a caring and respectful way and seeking support for themselves or others when experiencing difficulties which may be impacting on mental or physical health.

4. Wellbeing Strategy and Initiatives

DSAMAT aims to put in place a wellbeing strategy which is focused on addressing those matters which have been identified as priorities for improvement as well as promoting healthier lifestyles. This will be supported by initiatives which aim to raise awareness of wellbeing issues, offer practical support or advice to staff, address training needs and/or seek feedback (e.g., through staff surveys or project groups). These will be reviewed and, where necessary, adjusted each year in line with changing needs.

5. Sources of Support

Various support mechanisms are available to employees, and these are periodically reviewed. The following are currently available:

- Access to an Employee Assistance Programme (EAP) which offers practical support, information and resources on stress management, work-life balance, relationship and family issues, financial worries, bereavement, and other life changes.
- 24/7 access to the Wisdom Health app containing menus, recipes, exercises and trackers in the palm of your hand which can be downloaded here: wisdom.healthassured.org
- 24/7 Legal advice and support via our Health Assured EAP Provider to include:
 - Consumer rights
 - Family and matrimonial law
 - Childcare & eldercare
 - Civil litigation
 - Medical negligence



- Motoring offences
- Personal injury
- Wills and probate
- Landlord and tenant
- Housing and property law
- 24/7 Financial guidance and signposting for debt and money management including:
 - Budgeting
 - Buying or renting a property
 - Negotiating with creditors
 - Debt management plans
 - County court judgements
 - Benefits and grants
 - Mortgage advice
 - Equity release
 - Financial calculators
- Access to occupational health support through our provider, offering independent, impartial advice on the effects of work on an employee's health and vice versa (management referral required)

DSAMAT schools are responsible for

- The promotion of wellbeing, including distribution of information to support emotional and financial wellbeing enabling understanding of the link between financial and mental wellbeing;
- Signposting relevant health and wellbeing services to line managers and employees;
- Signposting external sources of support for wellbeing;
- Reporting to the Headteacher on wellbeing issues and initiatives;

6. Status of Policy and Review

The content and operation of this policy is reviewed as and when deemed necessary by Executive Leaders. The policy is discretionary and does not confer any contractual rights.

7. External Sources of Support

There are many sources of external support for employers, line managers and employees. A selection of these is provided below:

<https://www.mentallyhealthyschools.org.uk>

Mentally Healthy Schools is a website for primary schools, offering and school staff information, advice, and practical resources to understand and promote pupils' and staff mental health and wellbeing.

<https://www.mentalhealthatwork.org.uk/>

Mental Health at Work is an online gateway to resources, training, and information with the aim of changing the way workplace mental health is approached. It's funded by The Royal



Foundation with Heads Together and developed by Mind and 11 key partners from the world of business and mental health, including the Chartered Institute of Personnel and Development.

<https://www.annafreud.org/> The Anna Freud National Centre for Children and Families is a charity with the aim of transforming current mental health provision in the UK by improving the quality, accessibility, and effectiveness of treatment. The centre has produced a useful resource in collaboration with the Schools in Mind learning network, “Ten steps towards school staff wellbeing”, which promotes staff wellbeing in schools.

<https://mhfaengland.org> Best practice guidance for employers on how to implement Mental Health First Aid in the workplace. MHFA England training is a key component for creating a safe, healthy workplace where the mental health and physical health of employees are valued equally. It gives people the tools to support their own mental health and that of their colleagues and encourages them to access timely support when needed.

<https://www.mind.org.uk> Mind is a charity that provides advice and support to empower anyone experiencing a mental health problem.

<https://www.educationsupportpartnership.org.uk>

This charity provides a free helpline available to all teachers, lecturers, and staff in education (primary, secondary, further, or higher education) in England, Wales and Scotland. The charity also offers an emergency grant service for those in financial distress.

<https://moneyandpensionservice.org.uk>

Free, confidential, and independent money and debt advice from the government’s Money & Pensions Service.

<https://citizensadvice.org.uk> Free confidential financial advice and support