

Nazareth House Primary School and Nursery Policy on Emotional Health and Well-being/Stress Management

Note. Claims against employers for stress caused at work are rising fast. Because this is an unknown area for many schools, additional background information is provided at this point in relation to this policy. Further information can be obtained in General Personnel Policies and Harassment Policy of W.E.L.B.

Background

Some stress in the lives of everyone is helpful. Indeed some commentators point out that a person with zero stress is probably asleep. We expect the children in our school to experience some stress – it is a part of life.

Thus we know that in many aspects of life stress in the form of heightened awareness and heightened levels of adrenaline and other chemicals in the blood, is a positive part of completing a job. The intention of this policy is not to eliminate stress from the work place, nor to reduce it to the lowest possible level, but to ensure that it exists at a level commensurate with balancing the good health and well being of the members of the school, and the expectation of heightened awareness and performance by members of the school in undertaking their work.

An overload of stress can be an exceedingly debilitating illness which can cause long term damage to the individual who suffers from it. It is in the interest of the whole school community to ensure the good health and well- being of staff and pupils and that no one in this school suffers from such levels of stress that they suffer such long term debilitation.

Aims

Our aims in promoting emotional health and well-being and managing stress are that all members of staff will:

- Be consulted on their training support needs through regular review process.
- Experience levels of stress that are not inappropriate with the maintenance of good health.
- Have the opportunity to relax regularly so that they may experience varied levels of stress during the working day.
- Have the opportunity to feel positive and proud about their work and the work of the school so that they can feel that the stress that they have experienced has been worthwhile.
- Have the opportunity to relax out of school hours without constantly worrying about their work and the work of the school.

- Use Assertive Discipline practice.

- Respond positively to inclusion, disability, cultural and religious diversity
- Celebrate the achievements of staff and pupils.
- Be encouraged to find ways of maintaining a healthy lifestyle.
- Develop a responsible attitude and understanding towards their own stress levels so that they can take action, or seek help and support, long before stress becomes a critical issue within their lives.
- Develop a responsible attitude and understanding towards the stress levels of colleagues so that they can support and help colleagues who appear to be suffering from undue levels of stress.
- Develop a responsible attitude and understanding towards signs of stress in children, which may be an indication of abuse or neglect.

We will also ensure

- A whole school approach toward promoting the mental health and emotional well being of pupils, staff and the whole school community.
- The empowering of pupils through representation on School Council where opportunities are provided for pupil views to inform practice and policy.
- Opportunities are provided for a variety of extra-curricular activities.
- Induction procedures are in place for new staff
- Management of staff sickness/absence is in place, including clear procedures for cover.
- Teaching staff, learning support staff and pupils can avail of the Primary Movement Programme.
- Risk Assessments are carried out when appropriate.
- All staff will have access to our School Counsellor

Useful Links:

WELB Welfare

CCMS Welfare

GTC Welfare

Breath of Hope

Gasyard Health Forum.

Review Date: 2010