

# BARTON PRIMARY SCHOOL AND EARLY YEARS CENTRE



## THE HEALTHY WORKFORCE STRATEGY. BARTON PRIMARY SCHOOL STANDARDS

DATE: January 2010

TO BE REVIEWED: NOVEMBER 2012

## **A WHOLE SCHOOL APPROACH...**

**Barton Primary School is actively working towards the achievement of these standards.**

### **1 LEADERSHIP, MANAGEMENT AND MANAGING CHANGE**

- 1.1 Health issues are seen as contributing to achievement and this understanding informs policy and practice in other areas of the school's work.
- 1.2 The Healthy school initiatives are identified in the School Improvement Plan and are delivered through a range of initiatives.
- 1.3 Governors and the Headteacher ensure full implementation of the Healthy Workforce policies and strategy.
- 1.4 Clear procedures are in place to accurately monitor, control and cost the extent of absence. Trends are noted and acted upon by all managers.
- 1.5 Partnerships with other businesses, agencies and organisations which assist the development of a healthy workforce are actively developed.
- 1.6 The School buys in to the Wellbeing Program through the Local Authority Health & Safety Department.

### **2 POLICY DEVELOPMENT**

- 2.1 The school develops, implements, monitors and evaluates its Healthy Workforce Strategy;
- 2.2 The roles and responsibilities of all parties to the policies and strategy are clearly defined and achievable;
- 2.3 The Headteacher reports annually to the Governing Body on the implementation, evaluation and outcomes of the strategy.

### **3 LEARNING & DEVELOPMENT**

- 3.1 The Headteacher attends the training programme designed to equip them

with the understanding and skills necessary to implement the strategy.

- 3.2 The importance of a safe and healthy work environment is emphasised in all training activity.
- 3.3 Subject leaders/Heads of Department are encouraged throughout all training activities to identify risks within their own area of responsibility and to take action to reduce these.
- 3.4 All subject leaders/heads of department receive training in line with their role demands and expectations.
- 3.5 All staff are involved in planning their own development needs and are offered a range of development activities designed to meet these needs.
- 3.6 Staff are given the opportunity to share ideas, learning and experience with others and to think of creative solutions to problems. Mentoring is provided for all members of staff new to their role.
- 3.7 Whilst time for development activities is normally made available during the working day there will be times, with agreement, when it is appropriate for individuals to learn or study in their own time.

## **4 ORGANISATIONAL CULTURE & ENVIRONMENT**

- 4.1 The school aims to comply with all Health and Safety Legislation.
- 4.2 The Healthy Workforce Strategy is sent out with the staff handbook for all successful candidates for school posts and is an integral part of the induction process.
- 4.3 All job descriptions are routinely reviewed at the point of the Performance Review for relevance and accuracy. All job descriptions reflect the physical and psychological health demands of the job.
- 4.4 Governors and the Headteacher take active steps to promote morale and motivation amongst all staff, recognising the importance of communication at all levels within the organisation.
- 4.5 All staff are encouraged to play an active part in promoting a culture of attendance.
- 4.6 All staff play an active part in maintaining a healthy and safe working

environment.

- 4.7 The school encourages and celebrates the success of individuals and teams.
- 4.8 Mechanisms are established for involving staff and recognised trade unions in policy and strategy development, such as focus groups, healthy working groups and health and safety initiatives.

## **5 PROVISION OF HEALTHY LIFESTYLES ACTIVITIES**

- 5.1 A range of activities designed to promote healthy lifestyles are in place and can be accessed by all staff.
- 5.2 A confidential staff counselling scheme is in place and can be accessed by all staff.
- 5.3 A range of therapeutic activities are in place to enable the amelioration of stress and can be accessed equally by all staff.
- 5.4 Arrangements are in place for appropriate occupational health and support.
- 5.5 Staff rooms and work areas are welcoming, comfortable and free from risk. They support a positive environment and encourage the feeling of being valued.