

Staff Well-being Graduated Response



Step 4: Getting specialist help

- Permanent reasonable adjustment
- Personal Evacuation Plans
- Trauma informed response
- Home visits by SLT
- Well-being check in

Step 3: Getting more help

- Occupational Health Appointments
- Reduced timetable
- Phased return
- Nominated 'buddy' as a well-being contact
- External counselling opportunities
- Well-being check in

Step 2: Getting help Targeted Support

- Specialist equipment
- Long-term reasonable adjustment
- Counselling Services (internal)
- Well-being check in

Step 1: Advice & Guidance

- Reduced duties (time-bound)
- Personal Union Meeting
- Risk assessment (time-bound)
- Principal conducts Faculty Temperature check in
- Well-being check in
- Specialist equipment provided

Universal Offer:

- Weekly Bulletin
- Refreshments (i.e. INSET / Parents Eve)
- Open-door Policy
- CPD to fulfil role requirements
- Personalised letters of recognition
- Temperature checks re: morale and workload and response to this
- Pension Advice & Guidance
- Menopause Support Group
- Staff Voice...acted upon!
- Disaggregated Training Days
- Coffee Van / Treats
- Opportunity to attend family events
- Flu vaccinations
- Support for medical appointments
- Like and Thank you Cards
- Flexible Working (inc. for CPD)
- Car-parking / review / allocation of spaces
- 121 with Principal
- Union Meetings
- Vouchers for Holiday School
- Birthday cards
- Working below 12/65