

Briarwood School

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Briarwood School Health and Wellbeing Offer

The greatest asset of Briarwood School is our staff. We are committed to protecting and enhancing the wellbeing of all employees. Our Health and Wellbeing Offer supports this commitment.





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Introduction

Briarwood School Health and Wellbeing Offer

The greatest asset of Briarwood School is our staff. We are committed to protecting and enhancing the wellbeing of all employees, providing a healthy working environment and improving the quality of working lives for all staff.

Mental Health is defined by the World Health Organisation as a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully and are able to contribute to their community.

Workplace wellbeing relates to how workers feel about themselves and their workplace. The Briarwood Health and Wellbeing Offer aims to ensure all staff are safe, healthy, satisfied and engaged. It focuses on preventative action to reduce the incidences of stress, injury and overwhelm. Our Health and Wellbeing Package is based upon seven key areas of Wellbeing.

This brochure will take you through the 7 key areas and show you how we not only meet the legal obligations but go above and beyond for our staff.

*"This is an amazing school
with great staff"
-Annual Wellbeing Survey*



Environmental

A pleasant working environment helps employees feel positive about their work. The environment facilitates a safe and productive space for all workers.

Legal Obligations - what has to be provided

"All employers must adhere to Health and Safety regulations, providing a safe working environment, regular risk assessments and necessary safety equipment." - Health and Safety Executive (HSE)

How Briarwood meets the legal obligations:

- Welfare facilities
- Termly health and safety audits at each school
- Health and Safety and Fire Safety inductions for all new staff and ongoing refreshers
- Health and Safety for managers training for all Senior Leaders
- Emergency Procedure training
- First Aid and Mental Health First Aid trained staff within each school
- All near misses, incidents and accidents are recorded and reported
- Risk assessments are completed for all areas of the school, as well as for all activities
- All necessary PPE is provided



The added benefits of the Briarwood Health and Wellbeing Offer:

Staff wellbeing boards celebrate colleagues successes and share information about wellbeing support.

Staff rooms in each School with comfortable seating and refreshments available.

Opportunities for working onsite, outside and offsite with pupils. No two days are the same!

Learning environment checklists for each cohort of pupils to support with engagement in class.

There are response teams to support behaviours that challenge, medical emergencies and interventions.

"Staff say this is a good place to work" – Annual Wellbeing Survey

Our Leaders are visible and available to support staff. Each school has trained teams available to support wellbeing.

External Health and Safety audits and action plans provide enhanced support.

Emotional

An emotionally safe working environment supports positive relationships and personal resilience.

Legal Obligations - What has to be provided

"Establish clear policies to prevent workplace harassment, including sexual harassment, bullying and any other forms of intimidation or offensive behaviour." - HSE

How Briarwood meets the legal obligations:

- Briarwood has adopted policies relating to sexual harassment, bullying and intimidation or offensive behaviour.
- We have a clear Code of Conduct, signed by all staff and readily available on the staff website.
- We have clear Complaints, Grievance and Whistleblowing policies readily available on the staff website.
- Senior leaders have additional training in dealing with concerns and complaints efficiently and effectively.



The added benefits of the Briarwood Health and Wellbeing Offer:

"Staff report how well leaders care for their wellbeing. Leaders ensure that staff have enough time to complete their work" – OFSTED report (2023)

Teachers have a full day for PPA and non contact time to support their workload each week, (20% rather than the legal 10%)

There are Mental Health First Aiders available on each site.

We have an Employee Assistance Program offering a range of advice, and support.

Everyone has a 1:1 wellbeing catch up with their Head of School three times a year.

We are committed to the Government's Wellbeing Charter and Workload Reduction pledge.

Stress risk assessments and wellbeing action plans take place as well as thorough return to work process.

An Annual Plan ensures all staff are aware of expectations and deadlines across the whole year.

Confidential and free counselling is provided via VITA and our EAP (see signposting at end of brochure)

Values and Principles

Ensure that the organisation's core values are aligned to those of their employees. Have a clear mission statement and the same ethos across the organisation.

Legal Obligations - What has to be provided

Ensure compliance with anti-discrimination laws to create an inclusive workplace, irrespective of age, race, religion (belief), gender, disability, sexual orientation or socio-economic background. Implement policies that protect employees who report unethical behaviour or violations, ensuring they are shielded from any retaliation for their actions.

How Briarwood meets the legal obligation:

- We monitor recruitment and retention data to protect against discrimination based on age, gender, race, religion, disability, sexual orientation or socio-economic background.
- We have an Equalities Policy and Public Sector Duty Statement.
- Our policies reflect ethical considerations and there is an anonymous Whistleblowing Policy if needed.
- Staff training on diversity, protected characteristics and inclusivity is updated regularly.



The added benefits of the Briarwood Health and Wellbeing Offer:

We are a Department for Work and Pensions 'Disability Confident' employer.

Behaviour and medical debrief systems support best-practice & consistency.

"Staff feel this school respects individual differences. Staff have a clear understanding of the visions and values."

— Annual wellbeing survey

We promote inclusivity, ethics, equality and diversity with all our pupils through the Myself curriculum.

Our staff newsletters are available to all and key issues raised are open for discussion during meetings.

We promote an 'open door' leadership style. Ensuring equality is key in our School Improvement Plan.

Electronic screens display key messages in each staff room and all reception areas. There is clear branding.

Staff receive enhanced training on Cultural Intelligence and Unconscious Bias.

Employees with a disability or long term condition receive additional advice on reasonable adjustments from Occupational Health.

Health

Employees cannot work affectively if they are suffering from injury or ill health. Promote a healthy lifestyle and encourage healthy eating and lifestyle changes.

Legal Obligations - What has to be provided

Adhere to health and safety regulations to provide a safe working environment.

How Briarwood meets the legal obligations:

- School audits identify any activities or areas which could lead to injury or ill health and actions can be taken to mitigate these.
- Enhanced Health and Safety training for all Senior Leaders.
- Health and Safety induction for all new staff.
- Annual Health and Safety refresher training for all staff.
- Occupational Health support staff to return to work.



The added benefits of the Briarwood Health and Wellbeing Offer:

All staff can receive a FREE Seasonal Flu Vaccine and we support staff to access a seasonal COVID-19 vaccine.

Cycle to work scheme. More information can be found at www.betterbybike.info

Free refreshments in all staffrooms.

Advice and treatment from chartered physiotherapists & occupational therapists.

We offer a comprehensive health & wellbeing package via Vita Health. Including supporting physical health, sleep, mental wellbeing, illness and disability and chronic illness.

A robust return to work process offering signposting & support.

Staff health assessments and dashboard with advice and support - mywellbeingcheck

A FREE breakfast and access to community food cupboard to ensure everyone is ready to work.

"I feel very supported by my line manager and know there are people I can go to for support." – Class Teacher

Intellectual

Support for employees personal growth. Employees benefit from career development opportunities, mentoring or coaching and positive performance management or appraisals.

Legal Obligations - What we have to provide

Provide opportunities for professional development and training, enabling employees to enhance their skills and grow within the organisation.

How Briarwood meets the legal obligations:

- Our performance management process is viewed as a supportive measure and we value staff ownership over their development.
- Staff receive the mandatory training required to carry out their role safely and effectively.
- We have a clear and robust Appraisal and Performance Management Policy which is available to all staff.
- We have a clear CPD and Training policy.



The added benefits of the Briarwood Health and Wellbeing Offer:

Our Twilight offer allows all staff to develop expertise in areas that are of interest to them.

Twilights in curriculum, resilience, trauma communication, Makaton, Positive Behaviour Support and specialist safeguarding.

"Staff are extremely well trained and skilled at meeting the special needs of pupils." – OFSTED 2023

A graduated approach to job roles and the available training means that staff can have great career progression.

A vast CPD and training offer for staff, includes internal, external, and accredited training.

Teachers can take part in National Professional Qualifications (NPQs), further study and specialisms.

The staff intranet contains a wealth of online learning, available to all staff to learn and develop their own interest areas and at their own pace.

Regular and supportive appraisal meetings ensure a proactive approach to staff development.

A Head of School readily available for 1:1's, coaching & support with routines & implementation of learning in class.

Social

Positive relationships in work support a culture of mutual respect.

Legal Obligations

Offer family friendly policies such as parental leave, flexible working, flexible retirement and childcare support to help employees balance their professional and personal responsibilities.

How Briarwood meets the legal obligations:

- We have policies for Parental Leave, Flexible Retirement and Flexible Working. Flexible working requests are always considered fairly and consistently.
- Term time only staff have 13 weeks holiday per academic year, with additional bank holidays.
- Teachers receive a 10% PPA entitlement (plus non contact time, see below).



The added benefits of the Briarwood Health and Wellbeing Offer:

All Teachers receive an extra half a day non-contact time - a full day per week out of class.

All staff receive an additional paid Wellbeing Day per academic year of their choice to be taken during term time.

Staff events such as whole school team building, quiz nights, bingo nights, bring and share and fundraising!

We have a robust debrief and supervision system in place. Also therapist offering 1:1 and group supervision.

There is a generous flexible working policy, with the possibility to work reduced hours across a day or week on a temporary or permanent basis.

There is a Staff Wellbeing Forum made and actions are taken as a result of staff voice.

We offer a variety of zero hours contracts and roles with different start and finish times to allow greater flexibility of working patterns.

"Would you recommend Briarwood as a good place to work?"

*Yes, definitely!
As I always say, Briarwood is a very multicultural place. The staff are some of the most supportive, hardworking and committed people I have worked with."*

- Support Staff

We value staff voice and survey staff wellbeing to get honest opinions about improvements and feedback on aspects of school life.

Financial

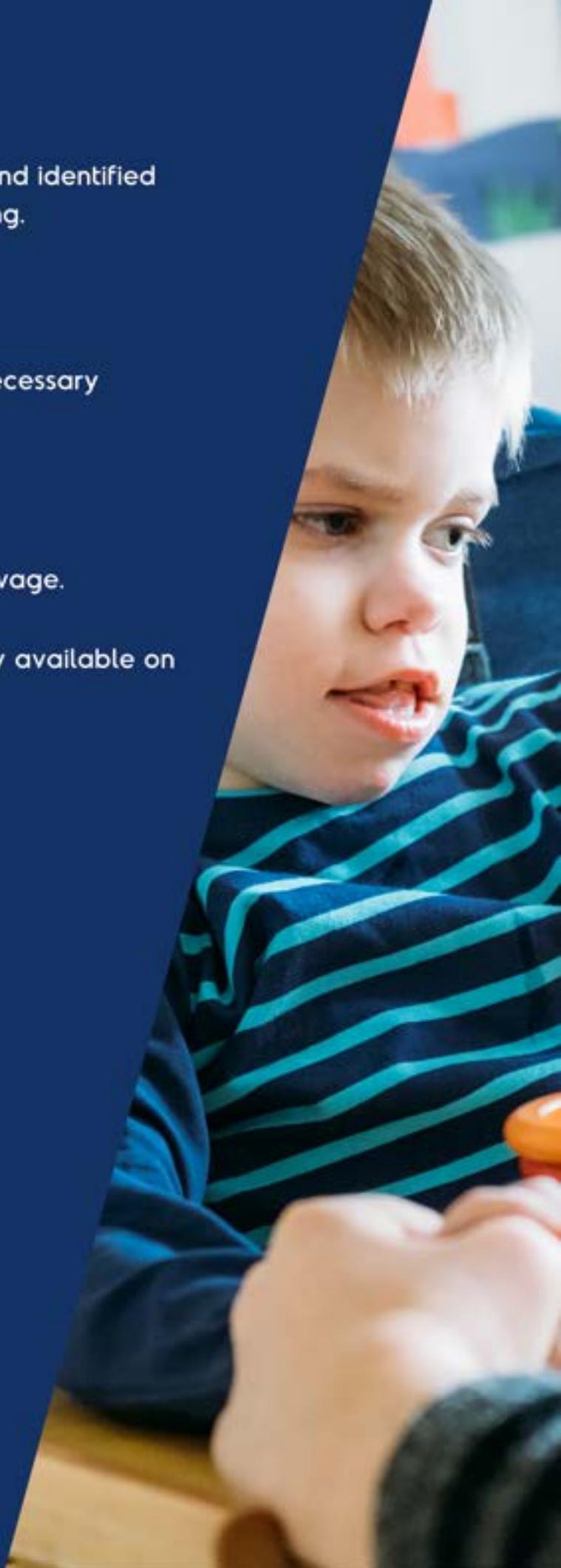
A clear and transparent Pay Policy and fair and identified pay bands foster positive workplace wellbeing.

Legal Obligations

Provide employees with a living wage and necessary benefits.

How Briarwood meets the legal obligations:

- All roles are paid at least the real living wage.
- There is a clear Pay Policy which is readily available on the staff website.



The added benefits of the Briarwood Health and Wellbeing Offer:

Internal promotion is encouraged with roles such as HLTA's being offered internally first.

We follow single status pay ranges set by the National Joint Council to ensure that all staff are paid fairly.

Teachers are paid an SEN allowance which rises the longer they stay, increasing to the maximum allowable.

We support staff to find other opportunities for additional financial streams, e.g. escorting pupils, holiday clubs & direct payment opportunities.

Staff are enrolled into pension schemes with generous employer contributions (opt out options are available).

"I had many opportunities. I started as an LSA and now I am a class teacher."

– Class teacher

The Vita Health Package offers cost of living, family and relationships, consumer advice and legal rights support.

Signposting

Log onto the Briarwood Staff website for info and signposting
www.briarwoodschool.org.uk

Access your personal wellbeing health check on the MyWellbeing dashboard - you can log in via the school website

Vita Health: advice and guidance to support mental health and wellbeing via our Employee assistance programme. www.my-eap.com

Through our Twilights training offer you can access ongoing professional development.
www.briarwoodschool.org.uk

You can access your FREE flu vaccination by going to www.digitalflu.co.uk and entering the code briarflu23

NHS wellbeing support - Wellbeing tips and support with mental health issues. www.nhs.uk/every-mind-matters

You can access free, confidential telephone counselling provided via Education Support partnership (www.educationsupport.org.uk)

Next Link: Domestic abuse support including telephone help lines. 0800 4700 280
www.nextlinkhousing.co.uk

Samaritans - offer support 24-hrs a day, 7 days per week
0330 094 5717

Housing Matters: community-based advice, support and advocacy in Bristol
www.housingmatters.org.uk

Menopause café network: At a menopause café people gather to eat cake, drink tea and discuss menopause.
www.menopausecafe.net

Women's health concerns: Access to the WHC menopause wellness hub.
www.womens-health-concern.org

Mind: a mental health resource for people in Bristol and surrounding areas.
www.bristolmind.org.uk
0117 203 4419

Tax free childcare: You can get up to £500 every 3 months for each of your children to help with the costs of childcare
www.gov.uk/tax-free-childcare

Childcare support: Some 2 year olds in England can have up to 15 hours of free early education and childcare a week. A
www.bristol.gov.uk

Shout - offers confidential text support 24 hours a day, 7 days a week. When you need immediate help, text SHOUT to 85258

SARI: Provides free and confidential support for anyone who is a victim of a hate crime.
www.saricharity.org.uk 0117 942 0060

The Somali Centre: provides free impartial information, advice and guidance on a range of issues
www.somalicentre.org.uk

Building a community where all feel at home,

Respecting diversity, no one stands alone.

Innovation and excellence guide our way,

Adapting to challenges, we seize the day.

Relationships cherished, connections deep,

Welcoming each other, our bonds we keep.

Open hearts and minds, ready to learn,

Opportunities abound at every turn.

Dedicated to growth, in spirit and mind.



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Briarwood School Health and Wellbeing Offer

Staff can email our dedicated wellbeing email for support at
wellbeing.briarwood@bristol-schools.uk

Briarwood Infants - 0117 4036411 - Queen Ann Road, Barton Hill, Bristol, BS5 9TX

Briarwood Juniors 0117 3532651 - Briar Way, Fishponds, Bristol, BS16 4EA

Briarwood Secondary 0117 3773042 - Snowdon Road, Fishponds, Bristol, BS16 2HD

Briarwood Sixth Form 0117 3532651 - Briar Way, Fishponds, Bristol, BS16 4EA

Briarwood Nexus Centre 0117 3773042 - Snowdon Road, Fishponds, Bristol, BS16 2HD

