

## Staff Wellbeing

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### Issue Status:-

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## **Staff Wellbeing Statement**

The Academy is committed to the well being of its staff and has a number of ways in which it demonstrates this commitment through everyday processes, procedures and support mechanisms.

This policy is part of our staff policies and procedures which all staff have access to through via controlled documents on the VLE.

Through our absence policy we are able to support colleagues who may have had to take extended periods of sickness leave through a rehabilitation programme. Support and contact during these periods can also be provided via the HR Team and through the member of staff's line management.

For staff who are requiring leave under our family friendly policies information and advice can be found within our Guide for 'New and Expectant Parents'.

The Academy has links with Yaxley Group Practice for the purpose of providing occupational health and support and in conjunction with the Director of Human Resources referrals to this service can be made. This is predominantly used to support employees following a longer term or persistent illness and is focused on a sustained return to work through a phased return plan.

Through our insurers, HSBC, there is an advice line that can also be used to support staff. Information can be obtained from HR for this service.

The Academy will also work closely with our trade unions and professional association representatives on matters pertaining to staff well-being.

The academy also offers a range of professional development through our Skillsbusters programme which compliment staff well being and work practices

Staff are entitled to use the Academy gym, following successful completion of the gym induction process, as well as other sporting facilities such as the tennis courts.

## **Evaluation of Employee Wellbeing**

This will generally be undertaken on an ongoing basis through supportive and effective line management processes. The Human Resources Team, Directorate and or SLT will always be happy to discuss concerns or wellbeing issues.

Evaluation of this aspect of Academy life will take place through the Annual Employee Survey and through our exit interview process.