



The Southfield Trust

Staff Wellbeing Statement

Introduction

The Trust is committed to providing a healthy working environment and improving the quality of working lives for all staff, who are its greatest asset.

The Chartered Institute of Personnel and Development (CIPD) define wellbeing as creating an environment that promotes a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation (CIPD 2007).

The Trust's goal is to improve the health, safety and wellbeing of Trust staff and to prevent work associated ill health, for the overall benefit of staff and the organisation. This encompasses the physical, mental and social health of employees and recognises that employees' values, personal development and work within the Trust contribute to their overall wellbeing at work.

Context

Investing in staff wellbeing can have positive outcomes both for staff and the Trust. Studies have shown there is a relationship between the psychological wellbeing of employees and positive organisational outcomes, such as reduced levels of sickness absence as well as enhanced productivity and performance. The Trust's approach to wellbeing is informed by related national strategies and guidance, as well as a number of legal requirements, including the employer's duty of care.

Aims and Objectives

The Trust is committed to an integrated approach to staff wellbeing that creates:

- A sense of belonging
- An environment and culture based on shared values and trust
- An environment where staff wellbeing is integrated into day-to-day practices
- An environment that recognises skills and encourages personal development

The Trust's approach to staff care brings together all those with a role to play in relation to the health and wellbeing of the Trust population including:

- Human Resources strategies
- Health and Safety principles
- Stakeholders including schools, departments, staff, staff representatives and other Trust members
- Trade Unions

Work already exists in the following key areas:

- Improving working lives through employment policies such as absence management and dignity at work.
- Creating a safe place to work through health and safety policy and initiatives
- Decreasing the interval between treatment and return to work through occupational health referral and advice
- Career development through Continuing Professional Development and appraisal
- Human resource initiatives such as widening participation and equality and diversity
- Personal support through the ESCC Staff Counselling Service.

The success of this strategy will be evaluated by:

- The number of work absences due to ill health
- Staff turnover
- Dignity at Work cases
- Introduction of new wellbeing initiatives
- Review of comparable data (year-on-year)
- Reviewing relevant data, including stress, support services referrals etc
- Annual report to the Health and Safety Committee identifying outcome measures that will allow us to report on progress, determine success and direct future initiatives.

Responsibilities

Trust Managers are responsible for:

- engaging with staff to promote and enhance employee health and wellbeing
- risk assessing work stress and implementing necessary control measures to prevent harmful stress and consider the necessary support mechanisms at work
- effective recruitment, staff development and training
- supporting staff through a changing and challenging economic climate – enhancing coping capacity and developing a more agile work environment
- recognising work stress amongst staff and offering necessary support/control measures
- creating a culture that where problems arise they are quickly identified and solution considered against an individual's needs
- implementing and monitoring workload in relation to health and work
- implementing effective return to work policies following staff illness/absence from work

Trust Staff are responsible for:

- engaging with management to work together to enhance employee wellbeing
- reporting stress and ill health to management as early as possible
- responding to training and development opportunities
- complying with the control measures and contacting support agencies where their wellbeing is threatened