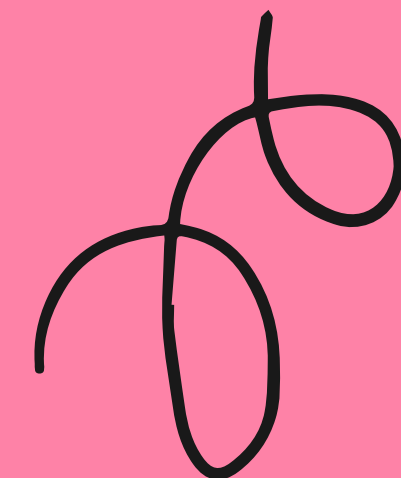




STAFF

WELLBEING

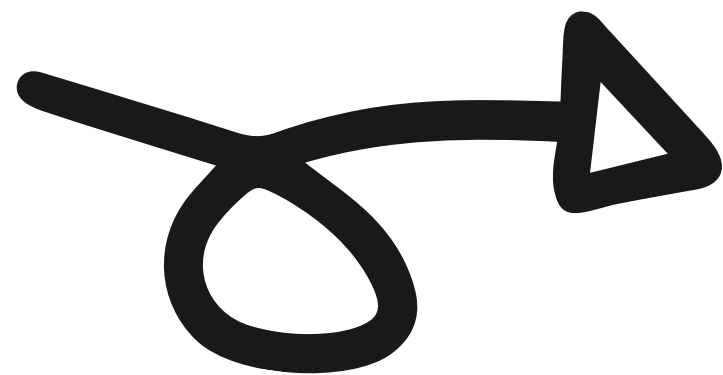
CHAMPION





OVERVIEW

Staff wellbeing champion



This staff wellbeing initiative is part of our Employee Assistance Programme (EAP) and strives to align policy with practice. Join a great team of proactive & supportive team members who embody the school's values and contribute to ensuring a great work environment whilst also developing new skills!





WHAT DOES A CHAMPION DO EXACTLY?

Expectations and outcomes

01

Meet to share wellbeing comments raised by team members and organise staff socials;

02

Signpost teammates responsibly (internally and externally);

03

Encourage healthy behaviours at work e.g. take a lunch break, avoid emails after 7pm, etc.

04

Engage on key dates such as World Mental Health Day etc.

SKILLS REQUIRED

- You demonstrate benevolence and a positive, can-do attitude;
- You know how to respect and put boundaries in place;
- You have demonstrated a strong team spirit;
- You believe it a strength to ask for help



SKILLS PROVIDED



YOU WILL BE PROVIDED WITH CPD –
BASIC TRAINING IN:



basic training in
counseling skills including
listening & signposting



Do's and Dont's of the role



HOW LIL CURRENTLY PROMOTES POSITIVE MENTAL HEALTH

1

Policies fostering a zero tolerance for harassment and bullying

3

Elected Staff representatives as a channel of communication

5

Linking performance to CPD initiatives

7

Fun out-of-work activities: ceilidh, staff parties, Synergy Games, LIL Bake Off, quiz sessions, Swap&Share

9

Perkbox account paid for by the School giving access to healthy lifestyle choices at a reduced cost

2

Employee Assistance Programme (EAP):

- Perkbox Hotline: 4 structured counseling sessions
- Wellness Action Plans (WAP) with Head of HR & Staff
- Wellbeing121 meetings with Head of HR & Staff Wellbeing

4

Flexible working policy

6

- Mindfulness-based interventions (mindfulness, sophrology, gong bath, yoga)

8

Stress-reducers:

- No emails after 7pm (encouragement of Google Add-Ons like Boomerang and Google Pause)

10

- Cycle to work Government scheme.



THANK YOU

