



St Mary Abbots Church of England Primary School

2 Kensington Church Court, London, W8 4SP

Number of employees: 31

Main co-ordinator for London Healthy Workplace Charter: Headteacher

Timeline

Mar 2016	Apr 2016	Sep 2016	Sep 2016	Jan 2017	Jan 2017	Feb 2017	Apr 2017
Enquired after seeing advert in schools' newsletter	Initial meeting	Hosted health checks	Progress review	Hosted mental health training	Progress/application review	'Commitment' accreditation awarded	Discussed 'Achievement' level accreditation

What made you decide to pursue Healthy Workplace Charter accreditation?

What has been the most valuable aspect of the Healthy Workplace Charter process?

- Discussion with the Senior Leadership Team and all staff about what they would like to see established in the workplace
- Involvement of Governors has raised the profile about Mental Health
- We have had access to training and support that has been excellent
- Writing an Action Plan involving all staff was very powerful and having a focus for each month in the calendar brought staff together to support one another
- As a manager, having access to outside agencies who have this high level of expertise is good too

The outcome of end of year staff survey in 2016 was not very complimentary and revealed that some staff did not feel valued or appreciated.

What did you find most helpful from your advisor?

Information about the whole process and what was required was crucial. Anna Brown [our Healthy Workplace Advisor] did this in such a way that was positive and supportive. Information was provided and extra support given when required. Model policies were available rather than starting from scratch, which is so helpful. Access to the staff medicals [health checks] at the beginning of term and the mental health training were excellent.

Key challenges

Having the time to write all the documents required and completing the tasks. This is where it was very helpful to talk to Anna Brown [Healthy Workplace Advisor] and access this support. I would not have been able to complete the documents required otherwise as a headteacher.

IMPACT

Examples of initiatives

- Hosted mental health & wellbeing training for managers
- Hosted on site health checks
- Started a weekly lunchtime walk
- Developed an alcohol policy – impact on drinks options provided at events
- Introduced an annual staff survey to inform continual improvement
- Regular 'time-to-talk' slots for staff to enjoy chatting with colleagues

Which aspect of being involved in the Healthy Workplace Charter has had/will have the most impact?

Several new initiatives have been introduced at school having been involved in going for accreditation. This has brought together staff in a special way for example, walk club every Friday lunchtime, and yoga every Monday morning. The mental health training for managers also empowered the SLT and has helped bring about a greater understanding of how to manage staff with difficulties.

This case study was compiled from: written responses to interview questions by Headteacher (March 2017); Headteacher's quote for press (March 2017); self-reported changes in online survey (Feb 2017); review of accreditation application form by Healthy Workplace Advisor (May 2017). Approved by Headteacher (April 2018).

How have/will employees felt/feel the difference that pursuing healthy workplace accreditation has made?

There is a general feeling of keeping healthy and exploring healthy options now amongst staff. Staff are more open and honest about mental health issues and asking for support. I think this will be driven forward by the SLT as we move towards the next level of accreditation.

Would you recommend the Healthy Workplace Charter?

Yes, I would recommend other employers to go for this accreditation. I would also say that it is best to go through the process with another senior leader so the tasks are shared. It has been very empowering for us all. We have been able to look at what we have in place and to see areas that need improving, so that all staff feel valued, know who to go to for support or signposting and there is more of a team spirit amongst us all as we work together to support each other in the workplace. The barriers to talking about mental health here in school have certainly been broken down and it is not taboo now.

Mrs Nicola Doyle, Headteacher

Changes as a result of involvement with the Healthy Workplace Charter (self-reported)

	Initiatives / practical improvements	Policy changes	Communication improvements	No change
Senior management support for employee wellbeing		✓	✓	
Attendance management	✓			
Health & safety		✓	✓	
Mental health & wellbeing	✓	✓	✓	
Tobacco	✓			
Physical activity	✓	✓	✓	
Healthy eating	✓	✓	✓	
Problematic use of alcohol & other substances	✓	✓	✓	