



**ALL SAINTS
MULTI ACADEMY TRUST**
BIRMINGHAM
GOD'S LOVE IN ACTION

Well Being Package

Introduction

Fostering employee wellbeing is good for staff and the Trust. Promoting wellbeing can help prevent stress and create positive working environments where individuals can thrive. Good health and wellbeing can be key to employee engagement and outcomes for the schools and Trust.

All Saints Multi Academy Trust is committed to:

- Promoting positive mental and emotional wellbeing by providing information and support.
- Creating a shared understanding of all aspects of mental health.
- Enabling those with mental health related issues to self-disclose and seek support in a safe confidential manner.
- Offering guidance and strategies, along with the support of Mental Health First Aiders, to support pupils and staff to be mentally healthy.
- Creating a culture to support and maintain positive mental health and wellbeing.

Outlined in this booklet are the details of what the Trust offers to encourage and support employee wellbeing.

Health assured employee assistant programme: SAS Wellbeing package

All staff have access to the SAS wellbeing package, a free, confidential service which offers the following:

- **Wellbeing Telephone Support** – confidential support from in-house NMC registered nursing team, available Mon-Fri 8:30am – 4:30pm
- **Cancer & Chronic illness support** – support for staff if they or their family are affected by a diagnosis of a chronic, long term condition
- **Bereavement support** – Emotional support and guidance for navigating bereavement of a loved one
- **Menopause support** – Support from nurses who have attended recognised menopause courses
- **Menspace** – support for Men’s health and wellbeing related queries
- **The relaxation room** – guided mindfulness & mediation evening webinar sessions
- **Maternity Mondays** – support for existing or new parents/guardians
- **Felling Good App** – NHS approved audio app which boosts key skills for mental wellbeing

- **SAS Gym** – App based exercise programme for all levels of abilities and experience
- **SEND Pupil support** – Build a bespoke app to help SEND pupils with routine, transition and step by step instruction
- **Counselling** – Confidential, individual therapy sessions
- **Physiotherapy** – Physiotherapy resources to assist with the treatment and management of a wide variety of conditions
- **Complementary services** – Therapies to assist with physical or psychological symptoms which can accompany cancer / chronic long-term illnesses.
- **GP Helpline** – appointments for medical support and advice with active NHS GPs
- **Be Mindful** – NHS approved mindfulness programme for schools
- **Weight Management** – 12 week weight management programme in partnership with slimming world



FREE AND CONFIDENTIAL WELLBEING SERVICES FOR YOU

Contact our wellbeing team on:

01773 814403 | nurse@uk-sas.co.uk

Other ways the Trust supports staff wellness

Individual wellness action plan

Wellness action plans are a personalised, practical tool we can all use to help us identify what keeps us working well at work, what causes us to become unwell, and how to address a mental health problem at work should you be experiencing one. Wellness action plans can be put together with your line manager or wellbeing lead to open up a dialogue to help understand your needs and experiences and ultimately to better support your mental health.

Well-Being Day

Each member of staff is allocated one well-being day that can be taken within the academic year. Staff should talk to their team about the impact of not being at school and check the school diary. Well-Being days cannot be taken on training days or whole school events (i.e Sports Day).

Staff weekly breakfast

Each week we offer all staff a free cooked breakfast.

Drop-in Fridays

After school on a Friday there is opportunity for staff to drop-in and catch-up/off load from their week with the leadership team.

Time off for appointments

We understand that sometimes booking appointments can be tricky. Where possible we encourage staff to make appointments after school or towards the end of the day. However there are times where this isn't possible and we will be flexible to support staff with these appointments.