7 STEPS FOR STAFF WELLBEING DURING THE RETURN TO SCHOOL

1 CHECK-IN

- Continue or start 1:1 check-ins for all staff, even though they are back at school.
- Use a staff wellbeing survey to get feedback on the needs of your staff and identify priority areas.

2 EMBED STAFF WELLBEING

- Appoint a staff champion to work alongside your mental health lead and focus on staff wellbeing.
- Ensure that staff wellbeing is included in your mental health policy and any new plans for easing the return to school.
- Add staff wellbeing as an agenda item at all of your staff and governor meetings.

3 CREATE SPACE FOR SHARING

- Create a space, online or in person, for staff to talk about how they're feeling, share experiences of lockdown, and ask questions.
- Set up drop-in sessions for staff to talk about their wellbeing with someone who is not their line-manager.

CREATE SPACE FOR LEARNING

4

- **Create opportunities for supervision and group learning, e.g. groups to reflect on and discuss any issues as new processes are ironed out.**
- **Identify useful online training courses for staff.**
- **Promote networking with other schools, e.g. at the Mental Health Network or on the Ealing Health Improvement Knowledge Hub group.**

5

STAFF VOICE

- **Ask for feedback on any new systems and embed time for this into briefings.**
- **Use online polls like Doodle or Fast-Poll.com to get quick feedback on how things are going. It's important that staff feel listened to and are meaningfully contributing to decisions and progress.**

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6

SUPPORT NETWORKS

- **Encourage all staff to check-in and support each other.**
- **Consider setting up a buddy system, so staff have a sounding board or a small group to lean on for peer-support or advice.**
- **Organise social activities for staff, e.g. exercise classes, socials, or creative groups, so that strong support networks are maintained. This is key for emotional resilience.**

7

COMMUNICATE

- **Communicate often, even when there are no updates, e.g. a short weekly or fortnightly email or video briefing. In the Ealing staff survey communication was #1 for supporting wellbeing.**
- **Share any changes to policies and a summary of what the amendments are.**