

Remedicare Education Staff Wellbeing Policy

Date: May 2026

Review date: May 2027

Purpose

At Remedicare Education, we recognise that staff wellbeing is central to the success of our learners. When adults feel supported, safe, and valued, children and young people flourish. This policy sets out our commitment to promoting the mental, emotional, and physical wellbeing of all staff, creating an environment where everyone can thrive.

This policy aligns with national guidance on mental health and wellbeing in education, including KCSIE, and supports our ethos of relational, trauma-informed, and restorative practice.

Scope

This policy applies to all staff across Remedicare Education, including teaching, support, and leadership teams. It covers:

- Mental health and emotional wellbeing
- Physical health and safety
- Support after sickness absence
- Accidents and injuries at work, including incidents involving learners
- Access to supervision, debriefing, and professional support
- Safeguarding responsibilities in line with KCSIE

Our Commitment

Remedicare Education is committed to fostering a culture of care and respect where staff wellbeing is a shared priority. We provide proactive mental health support through Mental Health First Aiders and Wellness Action Plans, maintain safe working environments, promote reflective practice and supervision to build resilience, support staff returning from sickness or injury, embed safeguarding awareness across wellbeing initiatives, ensure workload is manageable, and value staff voice in shaping wellbeing initiatives.

We aim to create a workplace where staff feel safe, supported, confident, and empowered to perform at their best.

Equality Statement

We are committed to ensuring all staff have equal access to wellbeing support, regardless of age, disability, gender, race, religion or belief, sexual orientation, pregnancy or maternity, marriage or civil partnership, or gender reassignment.

Mental Health and Emotional Wellbeing

Mental Health First Aiders

Remedicare Education has trained Mental Health First Aiders (MHFA):

- Marina Logan
- Phoebe Jerman
- Cerys Dolamore

Staff can approach MHFA team members confidentially for support, guidance, or to develop a Wellness Action Plan tailored to individual needs.

Wellness Action Plans

Wellness Action Plans provide a structured approach for:

- Identifying triggers and early warning signs of stress or poor mental health
- Planning proactive strategies to maintain wellbeing
- Agreeing practical adjustments to workload or responsibilities if required

Staff are encouraged to collaborate with MHFA team members to create and review their plans regularly.

Supervision

Regular supervision sessions are provided to reflect on professional practice, discuss challenges and successes, and support emotional resilience, professional development, and safeguarding awareness. Supervision is offered throughout the year and is a key component of our wellbeing approach.

Physical Health and Safety

Accidents and Injuries

We recognise that working in an alternative provision can involve physical risk. Staff may be injured through accidents, including incidents involving learners.

All accidents or injuries must be reported immediately via the Remedicare Education reporting system. Following an incident, staff will receive immediate first aid, medical support, and emotional debriefing. Post-incident, a reflective debrief with the Behaviour & Support Team will help staff process the event and plan preventative strategies.

Safe Working Practices

Staff are supported through ongoing training in de-escalation, trauma-informed care, and behaviour management, access to personal protective equipment when required, clear guidance on managing challenging situations safely, and awareness of safeguarding obligations under KCSIE, including reporting concerns about learner welfare.

Return-to-Work After Sickness

Returning after illness or injury requires understanding and flexibility. Staff should notify their line manager of absence and expected return dates as soon as possible. A return-to-work meeting will be conducted to discuss:

- Any adjustments or phased return required
- Support available for physical or mental wellbeing
- Opportunities for reflective practice, supervision, and safeguarding support

Our goal is to ensure staff feel confident, safe, and supported in resuming their role.

Safeguarding and Wellbeing

Staff wellbeing and safeguarding are closely connected. To ensure children are protected while adults are supported:

- All staff must follow the procedures outlined in Keeping Children Safe in Education (KCSIE), Working Together to Safeguard Children, and Remedicare Education's Safeguarding and Child Protection Policy, **reporting any safeguarding concerns immediately.**
- Support, supervision, and reflective practice incorporate safeguarding considerations, helping staff manage both emotional and professional responsibilities safely.
- Training in wellbeing, de-escalation, and behaviour management reinforces safeguarding best practice.

Role of the Behaviour & Support Team in Staff Wellbeing

The Behaviour & Support Team embodies our ethos of support, empathy, and relational care. They contribute to staff wellbeing by:

- Providing in-the-moment guidance and mentoring during challenging incidents
- Leading post-incident reflective debriefs to process experiences and support recovery
- Offering targeted coaching in emotional regulation, trauma-informed strategies, and restorative practice
- Embedding proactive wellbeing strategies across all sites to create a calm, safe, and inclusive environment

By connecting staff care with learner support, we foster a culture where adults feel secure, empowered, and valued.

Staff Voice and Workload

Staff are encouraged to share feedback, suggestions, and concerns regarding wellbeing through supervision, staff meetings, surveys, and discussions with leaders. Leaders regularly review workload expectations and working practices to ensure they are manageable, proportionate, and support a healthy work-life balance.

Monitoring and Review

Staff wellbeing initiatives and policies will be reviewed annually to ensure they remain effective and responsive. Feedback from staff, MHFA team, and leadership informs updates and improvements. Wellbeing metrics, incident reports, supervision outcomes, and safeguarding reports are monitored to identify trends and proactively address issues.

Summary

At Remedicare Education, staff wellbeing is not optional, it is central to our mission. We invest in training, supervision, supportive systems, and mental health resources because we know that when our staff thrive, our learners thrive too.

Our commitment: care for our people, model empathy, embed safeguarding, manage workload, and create a culture where every staff member feels safe, supported, and empowered to succeed.