

Overview of criteria for Excellence for Well-being Award

Schools will need to demonstrate they understand the needs of their staff in relation to well-being. To assess your school's commitment to well-being we will audit using criteria within the following areas:

LEADERSHIP & MANAGEMENT	
Governing Body	Governing Body is engaged with the staff health and wellbeing agenda and are responsible for advancing it forward across the school
School wide plans	The staff health and wellbeing plan is led in a multi-disciplinary way, with input from management, staff and human resources. The plan is effectively co-ordinated by a wellbeing lead
Leadership	School has a leadership culture, where health and wellbeing is encouraged and supported so staff are able to engage and prioritise their own wellbeing
Line Management	Line managers include and understand staff health and wellbeing in their line management responsibilities and are held accountable
COMMUNICATION	
Staff Engagement	The School has an effective way of communicating messages about health and wellbeing with staff, with the aim of changing behaviour and increasing uptake. The School regularly engages with staff on matters related to their health and wellbeing
DATA	
Wellbeing needs assessment	The school understands the health and wellbeing needs of individuals and groups of staff. Staff feel safe and comfortable disclosing health and wellbeing needs. Data and feedback is collected and analysed to identify issues, trends, opportunities and risks and successfully target interventions
WORKING ENVIRONMENT	

MENTAL HEALTH	
Prevention & Self-Management	Working practices and conditions that are identified as contributing to poor mental health are proactively managed. Workplace support is available for staff to maintain good mental health and manage mental health conditions in the workplace.
Mental Health support	Staff have access to psychological interventions when necessary.
HEALTHY LIFESTYLES / PHYSICAL HEALTH	
Workplace initiatives and support	The workplace and rewarding work can support good health and wellbeing. Workplace support should be available for staff to take responsibility for their own good health and to be able to manage conditions in the workplace. This may cover health and health related issues such as: smoking, sleep, alcohol/drug misuse, finance, physical activity and obesity.
School premises & culture	Provide a physical and cultural environment that enables and actively promotes health and wellbeing at work.