



Exceed SCITT

Mental Health & Wellbeing Policy

Approval date	September 2025
Next review	September 2026

At Exceed SCITT we are dedicated to helping our SCITT Teachers to feel emotionally healthy and well. We have a supportive and caring culture and we treat everyone with respect and kindness. We recognise that each SCITT Teacher is unique and that their contributions are valuable. We know that everyone experiences life challenges that can make us feel vulnerable and that anyone may need extra emotional support at times. We believe that good mental health is everyone's responsibility, and that we all have a role to play in supporting it.

Aims

- Create a supportive work environment for all SCITT Teachers
- Acknowledge and respond to SCITT Teachers' changing needs
- Help SCITT Teachers balance work and personal life
- Provide support for specific wellbeing issues
- Empower SCITT Teachers to work towards a healthy and supportive workplace

All SCITT Teachers must:

- Be respectful and empathetic to each other and staff
- Support other SCITT Teachers and staff
- Be honest about their wellbeing and ask for help when needed
- Follow the SCITT policy on out-of-school hours working
- Be positive and supportive team members
- Take part in wellbeing training
- Keep in mind the workload and wellbeing of other staff they may be working alongside

Role of Partnership Schools and Exceed SCITT staff

- Build and maintain positive relationships with SCITT Teachers, valuing their skills and contributions
- Provide a confidential support system for SCITT Teachers, free of judgment
- Take complaints and concerns seriously, following school and/or SCITT policies
- Monitor workloads and be alert to signs of stress, regularly discussing work-life balance with trainees
- Induct SCITT Teachers properly and thoroughly, creating an environment where they feel comfortable asking for help
- Understand that personal and professional challenges can temporarily impact work performance and take this into account during appraisals and capability procedures
- Promote information about and access to external support services
- Arrange personal and professional development training where appropriate
- Stay in touch with SCITT Teachers who are absent for long periods
- Monitor SCITT Teacher sickness absence and meet with them to discuss any patterns that emerge
- Conduct return-to-work interviews to support SCITT Teachers' transition back to work

Exceed SCITT Leaders must:

- Set and model standards of conduct, including treating colleagues with respect and following agreed working hours
- Provide a non-judgmental and confidential support system for SCITT Teachers
- Monitor SCITT Teacher wellbeing through regular surveys and structured conversations
- Base accountability systems on trust and professional dialogue, with proportionate direct monitoring
- Regularly review SCITT Teacher demands, such as paperwork, and seek alternative solutions
- Keep SCITT Teacher's role and responsibility documents up to date, with clear responsibilities and consultation before changes
- Listen to SCITT Teachers views and involve them in decision-making, including considering workload implications of new initiatives
- Communicate new initiatives effectively to all SCITT Teachers, ensuring they feel included and aware of changes
- Establish a clear policy on out-of-school hours working, including when it is reasonable to respond to communications, and provide clear guidance to all stakeholders
- Recognise and celebrate SCITT Teachers' efforts and successes
- Produce calendars of meetings, deadlines, and events so SCITT Teachers can plan ahead and manage their workload
- Provide resources to promote SCITT Teacher wellbeing, such as training opportunities
- Promote information about and access to external support services, with clear routes to escalate concerns for further support
- Organise extra support during times of stress, such as assessment points or key observations