

ANGUS COUNCIL
EDUCATION COMMITTEE
25 NOVEMBER 2010

EDUCATION DEPARTMENT HEALTH AND WELLBEING POLICY
REPORT BY THE DIRECTOR OF EDUCATION

ABSTRACT

This report outlines the development of an Education Department Health and Wellbeing Policy and seeks the Education Committee approval to implement the policy.

1 RECOMMENDATIONS

It is recommended that the Education Committee:

- (i) notes the terms of this report
- (ii) approves the Health & Wellbeing Policy Statement and Guidelines and authorises me to issue it to schools and support services
- (iii) notes that copies of the new [Health and Wellbeing guidance](#) are available for perusal in the member's lounge

2 BACKGROUND

- 2.1 The Council is committed to improving the health and wellbeing of all colleagues, and has comprehensive policies on Absence Management and Stress Management. It also provides a wide range of services to colleagues requiring guidance and/or specific support.
- 2.2 In recent years, Teacher Support Scotland have worked with a small number of Scottish authorities to consider ways to embed 'wellbeing' into the culture of educational establishments. This complements the fact that all schools are 'health promoting' and work towards improving the wellbeing of pupils and staff.
- 2.3 Accordingly, a working group which included representatives from primary and secondary schools, the Educational Psychology Service and Education Headquarters was set up to develop a policy for the Education Department - Report no. 75/08 of the Education Committee on 24 January 2008 refers.

3 CURRENT POSITION

- 3.1 The group recognised that there are already a number of excellent examples of good practice in Angus schools. Accordingly the policy ([Appendix 1](#)) and associated guidelines have been developed to build on this, and provide a framework for each school (or service) to develop its own approach. The objectives of the policy and guidelines are as follows:
 - improve the wellbeing of staff and pupils
 - reduce the likelihood of staff absence due to ill health and, in particular, work related stress
 - improve communications and performance of the service

- raise awareness of Continuing Professional Development opportunities to enhance stress awareness and improve stress management
- improve recruitment and retention

3.2 Draft guidelines were prepared and distributed to all educational establishments in August 2009. This was complemented by Continuing Professional Development and support has been provided to Head Teachers and managers to support the implementation of the policy. This further support will be provided where required (for example in undertaking analysis) and will be supplemented as the policy guidelines are developed. The documents will be available electronically and will be linked to other appropriate documents and websites (eg Health and Safety Executive, Teacher Support Scotland). This will ensure colleagues have access to the most up to date advice available.

3.3 It should be noted that it is expected that the policy (and guidelines) will continue to evolve to take account of guidance available nationally and corporately, particularly in the context of the development of a corporate Mental Health and Wellbeing Policy and our approach to Healthy Working Lives. The guidance takes into account of guidance from Health and Safety Executive, Teacher Support Scotland and Chartered Institute of Personnel and Development (CIPD).

4 FINANCIAL IMPLICATIONS

4.1 There are no financial implications arising from this report.

5 EQUALITIES IMPLICATIONS

5.1 The issues dealt with in this Report have been the subject of consideration from an equalities perspective (as required by legislation). An [equalities impact assessment](#) has been undertaken.

6 HUMAN RIGHTS IMPLICATIONS

6.1 There are no Human Rights implications arising from the consideration of this report.

7 CONSULTATION

7.1 In accordance with the Standing Orders of the Council, this report has been the subject of consultation with the Chief Executive, the Assistant Chief Executive, the Director of Corporate Services, the Head of Finance, and the Head of Law & Administration. The report has also been subject to consultation with the Director of Social Work and Health.

8 LINKS WITH SINGLE OUTCOME AGREEMENT

8.1 This report contributes to the following local outcomes contained within the Angus Single Outcome Agreement:

- young people and adults in Angus maximise their potential through learning opportunities (National Outcome 3)

NEIL LOGUE
DIRECTOR OF EDUCATION

BACKGROUND PAPERS

Note: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing the above report.