



EMPLOYEE HEALTH & WELLBEING STRATEGY

2024-2025



**Riverside
College**
Widnes & Runcorn

**CRANTON
SIXTHFORM
COLLEGE**



OUR VISION

To enhance our inclusive, caring, and supportive college community by positively promoting good Health and Wellbeing for all staff.

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OUR AIMS

- 1 To establish a whole College approach to prioritising and promoting staff Health and Wellbeing
- 2 To support staff in their integration into the College and throughout their working life at the College
- 3 To provide a calendar of events to promote and support the Health and Wellbeing of staff
- 4 To develop resources to support staff and to encourage their own personal awareness of Health and Wellbeing
- 5 To work closely with external services such as the NHS and Occupational Health to provide external support to staff on all aspects of Health and Wellbeing



THE NEXT STEPS

The College is focusing on 6 areas of Wellbeing: Physical, Mental, Social, Emotional, Financial and Environmental. These areas will be highlighted during Wellbeing Week, Wellbeing Days and in the resources accessible through the College.

Throughout the academic year 24/25, Emotional Health will be the key focus, as well as financial health reflecting the cost of living.

MENTAL HEALTH

We have recently trained over 40 Mental Health First Aiders for staff to hopefully feel they have someone to confide in across the College for support.



We are encouraging all staff to break the stigma relating to Mental Health, therefore we have signed the **Mental Health at Work Commitment**, as we are keen to support and follow their 6 standards:

1. **Prioritise mental health in the workplace by developing and delivering a systematic programme of activity**
2. **Proactively ensure work design and organisational culture drive positive mental health outcomes**
3. **Promote an open culture around mental health**
4. **Increase organisational confidence and capability**
5. **Provide mental health tools and support**
6. **Increase transparency and accountability through internal and external reporting**

The college welcomes suggestions and improvements from staff about how we can further support their Wellbeing. Therefore, we have staff Wellbeing Champions who liaise with their team about their Wellbeing and communicate this to HR and Managers. Regular meetings will be scheduled to collate ideas and implement the suggestions in future Wellbeing events.

THE EDUCATION STAFF WELLBEING CHARTER

Our organisation commits to:

1. **Prioritising staff mental health**
2. **Giving staff the support they need to take responsibility for their own and other people's wellbeing**
3. **Giving managers access to the tools and resources they need to support the wellbeing of those they line manage**
4. **Establishing a clear communications policy**
5. **Giving staff a voice in decision making**
6. **Driving down unnecessary workloads**
7. **Championing flexible working and diversity**
8. **Creating a good behaviour culture**
9. **Supporting staff to progress their careers**
10. **Including a sub-strategy for protecting leader wellbeing and mental health**
11. **Holding ourselves accountable, including by measuring staff wellbeing**

Riverside and Cronton Sixth Form College have signed The Education Staff Wellbeing Charter to support the 11 organisational commitments developed by The Department for Education and Ofsted.

The charter "want to see a sector that is free from mental health discrimination, guided by emotional intelligence and characterised by supportive nurturing cultures".



Click here for further information about the Charter



PHYSICAL	MENTAL	SOCIAL
<p>Cycle to Work scheme</p> <p>Occupational Health Services</p> <p>Access to Work</p> <p>Fitness classes</p> <p>Disability Confident Employer</p> <p>Race for Life</p> <p>Menopause support group</p> <p>Employee Assistance Programme</p>	<p>Mental Health First Aiders</p> <p>Occupational Health Counselling</p> <p>Walk and Talk sessions</p> <p>Wellness Action Plans</p> <p>Central Hub of Mental Health information</p> <p>Signed the Mental Health at Work Commitment</p> <p>Managers Wellbeing tool kit to support their staff</p> <p>Access to Work Mental Health</p> <p>Employee Assistance Programme</p>	<p>Walk and talk sessions</p> <p>Team time and CPD activities</p> <p>Generous annual leave</p> <p>Wellbeing Champions</p> <p>End of year & Christmas celebrations</p> <p>Break out areas for staff</p> <p>Charity Fundraising Events</p> <p>Race for Life</p> <p>Employee Assistance Programme</p>

EMOTIONAL	FINANCIAL	ENVIRONMENTAL
<p>Mental Health First Aiders</p> <p>HR open door policy</p> <p>Counselling sessions available</p> <p>Mindfulness & Relaxation classes</p> <p>Paid Compassionate leave</p> <p>Tea and talk sessions</p> <p>Access to Work Mental Health</p> <p>Employee Assistance Programme</p>	<p>Above National Living Wage salaries for all staff</p> <p>Generous salary for Apprentices</p> <p>Pay scale reviewed annually</p> <p>Good Pension schemes and employer contributions</p> <p>Pension workshops</p> <p>Free eye tests at Specsavers</p> <p>Cycle to work Scheme</p> <p>Generous Sick pay scheme, Maternity & Paternity leave</p> <p>Paid compassionate leave</p> <p>Employee Assistance Programme</p>	<p>Risk assessments of all departments</p> <p>Breakout areas for staff</p> <p>Access to Work</p> <p>Kitchens & Water machines located around the College</p> <p>Starbucks Coffee on campus</p> <p>New building projects to become more sustainable</p> <p>Employee Assistance Programme</p>

Resources and Support

We are fully committed to supporting staff in all areas of their Wellbeing by providing resources and support focusing on the 6 pillars.

If staff feel that they are unable to maintain their wellbeing and need further support, they are encouraged to contact their Manager or Human Resources. Human Resources has an open-door policy with contact continuously available throughout the year.



MEASURING SUCCESS

We will measure the success of our Health and Wellbeing Strategy by analysing the following:

1. Annual staff wellbeing survey
2. Absence statistics
3. The amount of Occupational Health referrals and communications with Mental Health First Aiders
4. Feedback from Wellbeing Champions and wellbeing focus groups
5. Staff engagement in the workplace and Wellbeing events



The strategy will be reviewed in August 2025, where we will change the main focus of the strategy from Physical & Social to a different focus. Suggestions and improvements from staff will be implemented into our 2025-2026 Health & Wellbeing Strategy.

CONTACT US

Email: hr@riversidecollege.ac.uk

Telephone: 0151 257 2800

Website: www.riversidecollege.ac.uk

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EMPLOYEE HEALTH & WELLBEING CALENDAR

SEPTEMBER 2024 – AUGUST 2025

SEPTEMBER

National Inclusion Week
World's Biggest Coffee Morning

OCTOBER

World Mental Health Day
World Menopause Day
Menopause Support Group

NOVEMBER

Stress Awareness Day
Staff Wellbeing & EDI Day

DECEMBER

International Day of Persons with Disabilities
Countdown to Christmas
Advent Calendar

JANUARY

Blue Monday
Staff Wellbeing Week

FEBRUARY

Time to Talk Day
You, Me & Neurodiversity

MARCH

Neurodiversity Celebration Week

APRIL

On your feet Britain
Menopause Support Group

MAY

Race for Life
Mental Health Awareness Week

JUNE

Men's Health Week
Thank a Teacher Day

JULY

End of year celebrations

PAM Wellness Webinars

Introduction to PAM Employee Assistance Programme:
12:30pm 10th October
Promoting Menopause Awareness and Support at work:
10am 17th October
2025 Webinars TBC