***Staff Health and Wellbeing – Returning to school after Co-Vid 19***

***I****t is important to recognise that some adults in schools may be feeling similar anxieties and emotions as the pupils. Therefore they will need similar support and understanding. It is also important to recognise that anxiety is contagious, and will transfer very quickly from adults to pupils. To prevent further stress and worry we need to ensure staff are able to feel safe and secure, and that they have opportunities for support whenever needed. Here are some basic guidelines to support the wellbeing of school staff.*

*As a school you can support staff by:*

* *Sharing back to school plans early, so any staff queries can be answered before the pupils arrive.*
* *Sharing information which give clear examples about social distancing and hygiene protocols and how these will be implemented into daily school routines.*
* *Preparing staff by thinking around tricky questions that students may raise, so that everyone is clear and has a similar response.*
* *Ensure the school SMT and line managers check on staff who report to them daily.*
* *Ensuring the staff room is a welcoming place – fruit / cake can make it more inviting.*
* *Keeping unnecessary meetings and task to a minimum to allow staff to go home soon after the end of a school day.*
* *Having a buddy system so they regularly check on each other, at school and out of school.*

*For Individual staff make sure:*

* *They reduce self-pressure by not taking on additional duties, responsibilities, or think about planning extravagant lessons.*
* *They talk and share their feelings with colleagues, partners, friends, or family..* ***It is ok to not be ok, and to let others know this!***
* *They practice relaxation techniques, such as breathing exercises, Mindfulness, or progressive muscle relaxation.*
* *They take time to switch off by having sufficient sleep, rest, and some leisure time.*