



BURGESS HILL
— GIRLS —
Tomorrow's Women


STAFF WELLBEING PROGRAMME



The heartbeat of any successful organisation lies in the vitality and wellbeing of its staff, and this is no different at Burgess Hill Girls. Staff wellbeing encompasses a holistic approach that nurtures not only the physical health but also the mental, emotional, and social welfare of every individual within the organization. Burgess Hill Girls encourages staff to take responsibility for their wellbeing.

This is a workplace that values staff wellbeing and acknowledges that the human element is the cornerstone of productivity and innovation. We are eager to provide a supportive environment that encourages a healthy work-life balance, fosters open communication, and offers resources for personal development.

Nurturing the wellbeing of employees involves initiatives like ergonomic workstations, access to health benefits, and opportunities for physical activity. Moreover, fostering a sense of community and belonging is essential for staff wellbeing. Encouraging teamwork, creating avenues for social interactions, and promoting a culture of inclusivity and diversity help employees feel valued and connected. When individuals feel seen, heard, and respected, a collective spirit of collaboration and support blossoms, leading to a more fulfilling work experience.



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WHOLE SCHOOL WELLBEING CHARTER

The Senior Leadership Team and Governing Body are committed to the wellbeing of all staff and pupils at Burgess Hill Girls. We believe that our staff, academic and support, are a highly appreciated resource and provide an outstanding level of support to ensure the school is effectively run and pupils receive high impact learning experiences.

The following charter has been developed to promote and foster wellbeing across the whole school. Our overarching principal is we trust our staff to deliver high quality lessons and to provide high quality care, support and guidance for all of our learners.

WELLBEING CHARTER OVERVIEW:

<p>TRUST</p> <p>we trust you in what you do</p>	<p>SUPPORT</p> <p>we will support you where you need it</p>	<p>CARE</p> <p>we care about you</p>
<p>GUIDANCE</p> <p>we will offer guidance when/ if you need it</p>	<p>INTEREST</p> <p>we take an interest in you beyond the school</p>	<p>HAPPINESS</p> <p>we want you to be happy in work</p>
<p>BALANCE</p> <p>we want you to get the balance of work and personal life right. Make time for yourself and family.</p>		

BURGESS HILL GIRLS STAFF WELLBEING NEWSLETTER FEBRUARY 2024

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Dear Colleagues,

As we have entered into February 2024, we have now an extra hour of sunlight and daylight during our waking. This month we are gifted with an extra day, 29 days of February. 2024 is to help you get the gift of time, an extra 24 hours, what will you do with yours? Here are a few little facts about the leap year:

- Fill the gender roles and in tradition for the women to propose to the men on the 29th Feb.
- Children who are born in a leap year are called "leaplings".
- The 1800's year cocktail invented in 1728 by Henry Chichele of London's Savoy Hotel made good sense.
- Some cultures believe that if your wedding takes place on 29th Feb... you are destined for divorce.
- If you are born on 29th February you are linked to the Honor Society of Leap Day Babies.

Think about how you will spend your gift of time this month.

PS&P



TAKE THE PLUNGE... IT MIGHT DO YOU GOOD?

We benefit from being near the coast however do we take advantage of it? Ever heard of cold water therapy? Does it give you the chills just thinking about it? It has lots of benefits and some might just be for you...

Adolescents know that cold water immersion poor exercise and sleep, exercise can reduce muscle soreness and stiffness and help you feel down after exercise, but there are other benefits too.

WHAT IS COLD WATER THERAPY?

Cold water therapy means immersing your body in cold water (water that's less than 15°C). To get you as rough idea, the water coming from your cold tap at home will be less than 20°C (and usually between 10 and 20°C). Cold water therapy can involve taking an ice bath, a cold shower or having an outdoor swim. Whatever you choose, it's usually only for a few minutes at a time. There are also warm and contrast heat run more tightly controlled cold water immersion therapy sessions.

As swimming is an easy outdoor type of cold water swimming. This is swimming in water that's no more than 2°C. It's become popular in recent years in part of the Wim Hof method. This combines cold therapy, breathing techniques and other exercises to help you get your body and mind in the best possible condition.

WHAT ARE THE BENEFITS OF COLD WATER THERAPY?

Cold water therapy has been reported to benefit the body in many ways, including:

- reducing muscle pain and stiffness after exercise, by reducing swelling and inflammation
- improving risk factors for cardiovascular disease, such as blood pressure and cholesterol levels
- boosting the immune system, helping to lower the risk of infection
- improving general wellbeing, and possibly helping with depression.

But the evidence is often quite scarce, and based on small studies or anecdotal evidence (people's personal experiences). This doesn't mean it's not right. It just means there's not enough scientific evidence to support all the claims.

There has been some evidence for the Wim Hof method having a possible benefit of inflammation-related conditions. But further research is needed to say for certain. And it could be the breathing techniques and meditation that provide the benefit, rather than the exposure to extreme cold.

IS COLD WATER THERAPY SAFE?

Cold water puts your body under stress. This is how it's believed to produce many of the positive effects, like boosting the immune system. But it also means it can be dangerous, and even fatal for some people. Cold water immersion can trigger:

- cold water shock – an automatic response where your heart rate increases and you lose control of your breathing.
- arrhythmias (heart rhythm disorders)
- hypothermia, when your core temperature gets too cold

BURGESS HILL GIRLS IS COMMITTED TO STAFF WELLBEING THROUGH DEDICATED EVENTS AS WELL AS A RANGE OF EMPLOYMENT BENEFITS.

BIKEABILITY CYCLE TO
WORK SCHEME

STAFF BREAKFASTS

ACCESS TO HOT
LUNCHES IN SCHOOL

WELLBEING MOTS

FULL TIME NURSE
ON SITE

WELLBEING WEEK
FOCUS ON STAFF

STAFF WELLBEING
NEWSLETTER

STAFF WELLBEING
CHATS

COMPETITIONS TO BRING
COMMUNITY TOGETHER

ADULT MENTAL HEALTH FIRST
AIDER - NIKKI DONSON

ACCESS TO SCHOOL'S
FITNESS SUITE

MENTAL HEALTH
POLICY FOR STAFF

CORPORATE DISCOUNT
AT THE TRIANGLE

THANK YOU DRINKS

STAFF DISCOUNT
ON SCHOOL FEES

STAFF SOCIALS

WELLBEING SEMINAR BY
MID SUSSEX WELLBEING

OPEN DOOR POLICY
TO SLT

JOINT CONSECUTIVE GROUP
MEETINGS

VISITS FROM THE
COFFEE VAN

STAFF PARKING

USEFUL CONTACTS:

TIME TO TALK - NHS

You can self-refer on the website or over the phone between 9am to 4.45pm without contacting your GP. The number you call depends on where you live. If you live in:

- Adur, Arun, Chancetonbury or Worthing call 01903 703540.
- Bognor Regis, Chichester or the surrounding area call 01273 265967.
- Crawley, Horsham or Mid Sussex (Burgess Hill, East Grinstead or Hayward's Heath) call 01403 620434.

MID SUSSEX WELLBEING

Visit <https://midsussex.westsussexwellbeing.org.uk/>

Call 01444 477191

EDUCATION SUPPORT

Visit <https://www.educationsupport.org.uk/get-help/help-for-you/helpline/>

Call 08000 562 561

ANXIETY UK *Support for people suffering from anxiety, anxiety based depression, phobias and obsessive compulsive disorder.*

Call Infoline 03444 775 774

Text 07537 416905

CARERS SUPPORT WEST SUSSEX *Information and support for family and friends carers in West Sussex.*

Call 0300 028 8888

CITIZENS ADVICE IN WEST SUSSEX *Free independent confidential and impartial advice to everyone on their rights and responsibilities.*

Call 0808 278 7969

CRUSE BEREAVEMENT CARE *Bereavement support.*

Call 0808 808 1677

FAMILY ACTION *Practical support to parents, carers and adults to overcome challenging periods.*

Call FamilyLine 0808 802 6666

Text 07537 404282

SWITCHBOARD (BRIGHTON AND HOVE) *Helpline and services for the LGBT community.*

Visit <https://www.switchboard.org.uk/>

Call 01273 204050

24HR COUNSELLING HELPLINE SERVICE *For you and immediate family.*

Call 0117 933 0687