



A collection of ideas and activities for staff wellbeing shared by Somerset Senior Mental Health Leads (SMHL)

Knowing each other helps to tune in and recognise if someone is a 'bit out of sorts'.	SLT open door policy
Using the PATH process	Staff wellbeing survey
Consistency of approaches across all staff	Boundaries around staff time and availability
Staff gratitude and appreciation board	Anonymous peer connectors, sharing a very little gift and/or inspirational message.
After school craft (or other) sessions using outside organisation to deliver.	Whole staff school game - being playful
Half termly SLT hamper that goes to a randomised name from the setting.	Funding provided for staff supervision.
Half termly whole staff wellbeing meeting	Recognising and sharing staff achievements through appraisals.
Motivational or inspirational quote jar	Option to complete a staff 'all about me' to share with other staff, helping to build connections.
Suitable and manageable policies that include staff wellbeing and how this is implemented in practice.	Parents opportunity to share a staff shout out that they would like to recognise through a simple form.
Staff wellbeing Padlet that includes signposting to support services	Funding provided for staff supervision.
Having a school code of conduct	Wellbeing Action Group which includes members from all staff. Not all staff get involved but all have opportunities to

	input and raise anything through a shared agenda.
Mental Health First Aid - Youth and Adults. All of the groups recognised value of training in both youth and adults. Some schools are building a team of Mental Health First Aiders enabling staff more choice in who they connect with.	Secret Buddies schemes. Staff can choose to opt in for those who want to engage.
Monthly Self-Care challenges	Staff wellbeing envelopes for each staff member. Anyone can share something positive into others envelopes.
Friday chocolate or treat pots	Protected and boundaried PPA time.
Actively listening to each other	



February 2026



Somerset
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