



Schools' HR Bulletin

Spring Term 2026

For All Staff

Welcome to the Schools' HR Bulletin for spring 2026 (post-Christmas edition).

The HR Bulletin is aimed at providing relevant information to all staff on a half-termly basis.

Any documents referenced in the bulletin can be accessed on West Sussex Services for Education by your school's Headteacher, Bursar or School Business Manager.

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For All Staff



Section One: Employee Benefits

1. Supporting Your Financial Wellbeing

At West Sussex County Council, we understand that financial concerns can impact your health and daily life. We offer a range of resources, tools and benefits to help you manage and improve your financial wellbeing.

2. Day-to-Day Financial Support

We partner with [Salary Finance](#) to offer you advice and support, from tips on budgeting, managing debt, and understanding your credit score, to tools such as budget planners and savings calculators. Could you be missing out on crucial financial support? Use their [Better Off Calculator](#) to check the benefits you might be entitled to.

Salary Finance



We also partner with [My Money Matters](#), who offer resources, tools and practical support to help you gain control of your finances, including free webinars, a Learning Library, estate planning, and retirement planning advice. You can also access [Snoop](#), a money management app that tracks your bills and suggests ways to save. Or check out [The Will Guys](#), for a free will writing service.

3. Loans and Savings

Salary Finance If you are feeling financial pressures, [Salary Finance](#) offer loans, with affordable repayments collected worry-free from your salary each month. They have higher acceptance rates and lower interest rates than most banks, no hidden charges and no early repayment fees. They also offer a savings facility, allowing you to save automatically into an easy access account straight from your pay, and build a solid savings habit.

We also have links with a local credit union, [Boom Community Bank](#), where you can open a savings account, save directly from your salary each month, and apply for affordable personal loans.



4. Saving for Retirement

Pensions are one of the most important benefits available to you as an employee. You can find more about your pension scheme in the links below:

- [Teachers' Pension Scheme](#)
- [Local Government Pension Scheme \(LGPS\)](#)

LGPS members can increase their pension savings by making additional voluntary pension contributions (AVCs) via valuable tax-free salary sacrifice arrangements. Advice and support is available from [My Money Matters](#), who run regular webinars to get you started and guide you through your thinking. Learn more about the LGPS and AVCs by [booking a webinar](#) (no registration or login required).



Section Two: Health, Safety and Wellbeing

1. Meet Two of Our Mental Health First Aiders (MHFAs)



In the latest article from our series focussed on raising awareness of **employee wellbeing** matters, Kerry and Lizzie two of our Mental Health First Aiders (MHFAs) discuss their roles and experiences.

What does a Mental Health First Aider do?

Kerry: "We're a point of contact and reassurance for anyone experiencing a mental health issue or emotional distress. We can offer initial support, listen non-judgmentally, and signpost to appropriate help."

Lizzie: "Sometimes people just need a safe space to say, 'I'm having a really difficult time.' Helping people feel less alone is a big part of what we do."

How do colleagues reach out to you if they want to talk?

Kerry: "I find that quite often you could just be having a conversation when you're making the tea in the morning. How's your weekend been? And those conversations flow quite nicely if you know somebody quite well. Quite often people will divulge things to you, by just having that conversation before you start work, if you've got a chance or if you have a gap in your day, where you can go and have a drink or time out for 5 minutes, those are really important."

The Mental Health First Aider Network at WSCC is for all of our MHFAs (including school MHFAs) to meet and share experiences:

Lizzie: "Being able to see other Mental Health First Aiders and the amazing work they're doing... we're coming from a variety of different teams with different experiences and different connections and I think that's been really valuable... also seeing the opportunities this network provides for us and our own

development but also the tools it gives us to be able to support colleagues, members of the public, staff, in our working life but also in our personal life as well.”

Any resources you recommend?

Kerry: “The Employee Assistance Programme and the Wisdom app are brilliant. The app has sleep aids, nutrition tips and podcasts about mental health.”

Lizzie: “There are also great local supports like Time to Talk and the Sussex Mental Healthline. We can help remind you of these after our conversations too.”

Further information

To access more details and the resources mentioned by Kerry and Lizzie in their conversation:

- The Employee Assistance Programme and Wisdom app can be found on the West Sussex Services for Education Health and Safety pages.
- The Time to Talk (West Sussex) webpage can be found [here](#).
- The Sussex Mental Healthline webpage can be found [here](#).

The full conversation between Kerry and Lizzie can be heard on the [WSCC Video YouTube channel](#) (duration 13m 46s).

2. Latest *Your Health* Newsletters

The latest *Your Health* newsletters published by our Occupational Health service provider Health Partners are now available.

- The **December 2025** edition covers prioritising financial wellbeing, managing stress and mental wellbeing, staying active and energised during the colder months, and balancing comfort food with fitness.
- The **January 2026** edition explores how to build a healthier more balanced life through intentional habits and self-compassion.

The newsletters can be viewed online by clicking on the images below and PDF versions are available on West Sussex Services for Education:



END OF HR BULLETIN 14/01/2026.
PREPARED BY KMG HR POLICY TEAM.