



The Parish of All Saints Appley Bridge

in the Church of England Diocese of Blackburn

Parish Wellbeing and Healthy Working policy

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1. Purpose

This policy aims to promote **healthy, sustainable ministry** by supporting the mental, emotional, and spiritual wellbeing of clergy, staff, and volunteers.

2. Principles

We commit to:

- Recognising that all ministers and church workers are **human, not limitless**
- Encouraging **patterns of work and rest rooted in Christian faith**
- Sharing ministry responsibility across the whole church
- Creating a culture of **openness, care, and mutual support**

3. Working Practices

The PCC affirms that:

- Clergy and staff will have **regular protected rest days**
- Reasonable **working hours and boundaries** will be respected
- Holiday entitlement will be **encouraged and honoured**
- Evening and weekend commitments will be **kept within sustainable limits**

4. Support and Accountability

- The clergy will have access to **regular supervision / ministerial review**
- The PCC (especially Churchwardens) will maintain **appropriate pastoral support**
- Workload and wellbeing will be reviewed **at least annually**, and informally as needed

5. Shared Ministry

- Ministry is a **shared calling**, not carried by one person
- The PCC will actively support:
 - delegation
 - volunteer development

- realistic expectations of clergy availability

6. Mental Health Awareness

- The church will foster an environment where **mental wellbeing can be spoken about openly**
- A team of mental health first aiders will be trained
- Signs of stress or burnout will be taken seriously and responded to early

7. Boundaries

- Clear boundaries will be respected around:
 - rest days
 - holiday time
 - personal and family life
- Non-urgent matters should not be expected to be addressed outside working times

8. Review

This policy will be reviewed by the PCC annually or as needed.

9. Commitment

The PCC commits to supporting its leaders in **sustaining faithful, healthy ministry for the long term**, trusting that good wellbeing enables better service to God and the community.