



Charter for Psychological Staff Wellbeing and Resilience

Findings from the British Psychological Society and New Savoy staff wellbeing surveys in 2014 have shown that psychological professionals are working under stress. They are reporting burnout, low morale, and worrying levels of depression. We need to take action to improve the wellbeing and resilience of our psychological staff.

We know good work promotes good wellbeing. We know good psychological therapy services promote good wellbeing. Psychological professionals who are delivering frontline services should expect to be well supported in their important work. We need clinical leaders, managers, and commissioners who understand the nature of this work, who value the dedication and sense of vocation of staff, and who support their staff's wellbeing and work-life balance.

This charter aims to re-set the balance in the drive to improve access to psychological therapies. It calls for a greater focus on support for their staff wellbeing to sustain the impact that we know these services can have when delivered effectively. Services with good staff wellbeing are more sustainable and will make the most difference to the lives of those they are helping.

We commit to promoting effective services through models of good staff wellbeing at work. We will do this by engaging in reflective and generative discussions with colleagues, other leaders, and frontline staff to co-create compassionate workplaces and sustainable services. The organisations that support this charter will monitor and improve the wellbeing of our own staff. We will share this learning with the Charter Network.

We commit to a collaborative effort and shared responsibility to fulfil the aim of the charter.

