

Woodlands School Wellbeing Strategy 2018/2019

Foreword

Our aim is to ensure that all stakeholders are able to maintain positive wellbeing and mental health, for best possible outcomes in life. The Woodlands School strategy looks at the areas of wellbeing and mental health that we believe can make the most difference to our staff, pupils and parents in the school community.

Vision Statement

- Promote positive social and emotional wellbeing, mental health, resilience and wellness for pupils, staff and our community
- To create an environment which is stimulating, secure and provides opportunities for all
- To develop an empathy and understanding for our local community.

Strategic overview

To implement the above vision, the Head teacher and Governors committed to the employment of a Wellbeing Leader in January 2018. The Wellbeing leader will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

The newly appointed Wellbeing Leader is to include the following into their role:

- To plan and create an action plan for the WAS process
- To lead on the Wellbeing Award for Schools
- Leading the Change Team, to drive positive wellbeing across the whole-school community
- Provide and deliver CPD training to all staff on mental health and wellbeing
- Offer staff the opportunity to take part in activities and event to help promote positive wellbeing
- Provide Therapeutic sessions
- Engaging parents and promoting family wellbeing
- Create and lead a wellbeing pupil team to support all pupils across the school
- Provide external services to all stakeholders.

Objective	What will do to achieve this	Outcome
<p>Objective One The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award.</p>	<p>Introduce the award to all stakeholders, gain commitment of the Head Teacher and Chair of Governors.</p> <p>Enlist a Change Team to include a variety of staff, pupils and parents across the school community. Audit and evaluate where we stand with supporting mental health and wellbeing for staff, pupil and parents/carers.</p> <p>Create an action plan for the process and monitor it at regular stages.</p>	<p>Wellbeing Lead/Change Team to present to all stakeholders to provide staff, pupil and parents/carers with a deeper understanding about the WAS process and will be fully committed to embracing change for positive outcomes of support for mental health and wellbeing.</p>
<p>Objective Two The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all involved with the process.</p>	<p>A Vision and Mission statement will be created by the Change Team. These will encompass the WAS Award process and the needs of the school to aid the outcomes desired.</p> <p>Regularly review the Wellbeing Action Plan so that provisions and gaps can be addressed and identified.</p> <p>Create and share our strategy with the whole school community.</p> <p>Approve the strategy with the SLT team.</p> <p>Take into account risk factors by creating and completing, yearly, Wellbeing questionnaires across the whole school. These will be reviewed by the Change Team and SLT.</p>	<p>The schools provision for supporting wellbeing and mental health will be enhanced mainly due to training and specialised skills available to all stakeholders. This will provide staff with a clear understanding of the risk factors for vulnerable pupils.</p> <p>The whole school community will play a part in creating the vision and will be included in the action plan.</p>
<p>Objective Three The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility of all.</p>	<p>Deliver raising awareness activities for staff, pupil and parents and make a record of these events, whilst taking all stakeholders voices</p>	<p>An environment will be created where everyone accepts and understands that positive mental health and wellbeing is the</p>

	<p>as evaluations.</p> <p>Annual SWOT Analysis carried out and evaluated by the Change Team.</p>	<p>responsibility of all.</p> <p>The School will be able to facilitate learning gaps around mental health and wellbeing.</p> <p>Staff and parents will be able to recognise emotional health issues and respond appropriately.</p> <p>All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues.</p> <p>The School will provide links with the whole school community including, inside and outside school support.</p>
<p>Objective Four The School actively promotes staff emotional wellbeing and mental health.</p>	<p>The school will create a Wellbeing policy for staff.</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff.</p> <p>Staff will be offered supervision.</p> <p>Feedback and evaluations will take carried out regularly to engage the wellbeing needs of staff, this will be completed through our yearly SWOT Anlysis and the feedback provided through the Wellbeing Questionnaires which will be completed every two years.</p> <p>Staff will be offered bespoke</p>	<p>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace.</p> <p>A positive working/learning environment will be created where mental health is openly talked about subject, therefore the stigma around mental health will be less.</p> <p>Staff will be provided with a space to explore their emotional wellbeing within the schools appraisal systems.</p> <p>Finances through the school budget will be set aside for staff</p>

	<p>training on mental health and wellbeing.</p> <p>Staff will be offered with an activity programme available for free.</p> <p>Staff will have the opportunity to access an 'onsite' counsellor, free of charge to staff.</p>	<p>wellbeing activities and resources.</p>
<p>Objective Five The school prioritises Professional learning and staff development on emotional wellbeing and mental health.</p>	<p>The school will deliver a program of mental health training for all staff across the school community, this will include SLT, Teachers, Teaching Assistants and Midday Staff including canteen staff.</p> <p>The school will record concerns around mental health and safeguarding concerns for both pupils and staff.</p> <p>Staff development on emotional wellbeing and mental health will become part of the School Development Plan.</p> <p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff, this will be completed through our yearly SWOT Analysis and through the feedback provided through the Wellbeing Questionnaires which will be completed every two years.</p>	<p>Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately.</p> <p>SLT within the school will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training, this will enable staff to manage pupils with mental health needs in the classroom and school environment. Therefore, providing a sustainable model.</p> <p>The School will provide facilities and resources that will provide and facilitate staff wellbeing needs.</p> <p>The School will have a procedure for handling any wellbeing or mental health concern or need.</p>
<p>Objective Six The school understands the different types of emotional</p>	<p>A list will be created for signpost referral services, this will include, social care,</p>	<p>Signpost and agency services will be visible for all stakeholders, these will be</p>

<p>and mental health needs across the whole-school community and has systems in place to respond appropriately.</p>	<p>NHS and wellbeing services within the borough. Therefore, the school will network with any outside agencies or services, ensuring an information sharing process is in place. These services will also be itemised on the school website.</p> <p>School will provide a wide range of emotional health interventions for pupils and parents and regular feedback and evaluations will take place to ensure good practice and positive outcomes.</p> <p>All pupils and staff will complete regular mental health and wellbeing questionnaires to raise any concerns and these will be reviewed to ensure a positive impact and outcome is obtained.</p>	<p>shown on the school website, newsletters, bulletins, social media and noticeboards.</p> <p>The school will know who the vulnerable children and adults are in the school environment and support will be offered.</p> <p>School will have a clear idea of the emotional needs of its pupils, parents, carers and staff, interventions will facilitate any mental health needs across the school.</p>
<p>Objective Seven The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.</p>	<p>Regular feedback questionnaires will take place to evaluate the schools approaches to mental health and wellbeing.</p> <p>Wellbeing ambassador will be trained and deliver raising awareness activities, assemblies and events to all stakeholders and the community.</p> <p>Create a bespoke parent workshop, to raise awareness of mental health needs of families.</p>	<p>The school will have a clear understanding of the emotional needs of its staff, pupils, parents and carers.</p> <p>Evaluations will take place on regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders.</p> <p>Wellbeing ambassadors will be the drive for positive wellbeing across the whole school community. They will offer further pupil support to others within the school community.</p> <p>Parents will engage in weekly parenting, mental health</p>

		workshops to positively enhance family life and gain a deeper understanding of mental health needs.
<p>Objective Eight The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.</p>	<p>The school will create an 'outreach' teams which incorporates other schools and specialist services to share good practice of wellbeing and mental health support.</p> <p>Outside and inside school support will be shared with families.</p> <p>The school will participate with local commissioning arrangements such as, CAMH, EWMHS,GLOW, Educational Psychologists and Public Health services.</p>	<p>The school will have a strong network with other schools in and outside of the borough to share approaches around outstanding mental health and wellbeing support for all stakeholders.</p>