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**Why do we need a wellbeing and mental health strategy?**

Our 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. Our aims are to ensure that all stakeholders are able to maintain positive wellbeing and mental health, for best possible outcomes in life, no matter what the circumstances are.

We aim to:

• Create a shared understanding of all aspects of mental health.

• Empower all to understand their own wellbeing and be proactive in supporting it.

• Increase awareness and understanding among staff and parents/carers of issues involving the mental health of young people

• Detect and support problems in the earliest stages

• Increase the appropriate level of support available to students, staff and parents/carers with mental health issues in partnership with outside health agencies and child support groups

• Continue to promote positivity around mental wellbeing

• Reduce the stigma associated with mental health issues

**Strategic overview**

To implement the school’s vision, the Head teacher and Governors are committed to working towards the Wellbeing Award for Schools. Mrs Slocombe has completed the Advanced Certificate in Online Safety in Mental Health Leads. She will be responsible for leading and promoting the wellbeing and positive mental health of the whole school community, supported by Mrs Ashcroft, Mrs Clayton, Mrs Owen, Miss Cliffe, Mrs Tootill and Mrs Worthington (link governor)

This will include:

• Engaging parents and promoting family wellbeing

• Ensuring staff have adequate training on wellbeing and mental health

• Leading the whole school, to drive positive wellbeing across the whole-school community

• To lead on the Wellbeing Award for Schools

• To plan and create an action plan for the WAS process

• To evaluate the impact and outcomes, based on the action plan

• Signposting staff and parents to organisations/resources that can support with emotional health and wellbeing

• Where possible, work with other agencies to further improve and develop emotional health and wellbeing across the community

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| GOALS  Linked to Wellbeing Award Objectives | THEME | What we will do to achieve this? | Desired Outcomes |
| The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award | **Theme 1**: Provide information about the award | Introduce the award to all stakeholders, gain the commitment of the Headteacher and Chair of Governors  Invite staff, pupils and governors to form part of the Change Team  Audit and evaluate where we are with supporting mental health and wellbeing for staff, pupils and parents  Create an action plan and monitor it at regular stages. | All staff, pupils and parents will have an understanding about the WAS process and will be fully committed to embracing change for positive outcomes of support for mental health and wellbeing. |
| 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 school | **Theme 2:** Understanding the importance of emotional wellbeing and mental health | Our vision and mission statement will be reviewed to ensure it reflects our ethos  Statement of intent for Health and Wellbeing shared  Share the strategy with the whole school community  Review provisions and support | The whole school community will embrace the school vision  The schools provision for wellbeing will be enhanced  All staff involved in working with children within the school community will have a clear understanding of risk factors for vulnerable pupils |
| The school has a positive culture which regards emotional wellbeing and mental health as the responsibility of all | **Theme 2:** Understanding the importance of emotional wellbeing and mental health **Theme 3:** Understanding my role in promoting emotional wellbeing and mental health  **Theme 4:** Ensuring that emotional wellbeing and mental health is seen as the responsibility of all **Theme 5:** Developing a culture that views mental health positively  **Theme 6:** Encouraging people to talk about mental health issues | Plan and deliver awareness raising activities for staff, pupils and parents. | All stakeholders will have an understanding of what wellbeing means and a deeper understanding of mental health issues.  Staff and parents will feel confident recognising emotional health issues and responding appropriately  Pupils, parents and staff will accept and understand that positive mental health and wellbeing is the responsibility of all  Mental health discussions and issue that are pupils, parents and staff face are free from stigma  Links with the whole school community will drive the vision forward |
| The School actively promotes staff emotional wellbeing and mental health | **Theme 6**: Encouraging people to talk about mental health issues | A budget will be allocated for staff wellbeing in order to promote mental health and wellbeing in the workplace  Performance Management and procedures will specifically support the emotional wellbeing of staff  SLT and staff meetings will include a wellbeing focus  Feedback and evaluations will take place regularly to ascertain the needs of staff  Staff wellbeing questionnaires will be completed regularly | Staff will work in an environment that is built on respect and empathy.  Ensure there is a culture of ‘open door’.  Staff will be able to work in an environment that looks after their physical and emotional wellbeing  Staff will be provided with a place to explore wellbeing through the appraisal system  Mental health will be talked about openly reducing the stigma surrounding it |
| The school prioritises professional learning and staff development on emotional wellbeing and mental health | **Theme 7**:  Promoting professional development and training for emotional wellbeing  **Theme 8:**  Ensuring confidence and capacity among staff in addressing emotional wellbeing and mental health **Theme 9:**  Identifying and acting on mental health issues | Staff development on emotional wellbeing and mental health will be included in the SIP (Personal Development section)  Skills audits will take place and any gaps in knowledge planned for School will deliver a programme of CPD for all staff  School will target specific CPD to staff in cases where this is needed | Staff will have a more in depth knowledge around mental health needs in order to respond appropriately  Senior leaders will have a clear understanding of staff CPD and plan for it, therefore, increasing staff confidence |
| The school understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately | **Theme 9:**  Identifying and acting on mental health issues  **Theme 10:** Supporting pupil emotional wellbeing and mental health | All staff and pupils will complete regular questionnaires that include wellbeing focus and concerns will be addressed  School will work with external agencies or services ensuring information sharing processes are in place  A range of mental health and wellbeing support interventions will be in place (social groups, Education DESTY, Rainbows, ‘Worth It’ resources)  SEMH pupils will be clearly identified on the SEND register.  During pupil progress meetings, wellbeing of students will be discussed in order to evaluate need and act early  Signposting list created to share with staff and parents and pupils where appropriate | Issues will be identified and interventions delivered which will support pupil’s mental health.  A referral process will enable targeted support to be used early and impact positively on mental health and wellbeing issues  A graduated response will ensure that support is directed at the appropriate level |
| The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health | **Theme 12:** Engaging the whole-school community in emotional wellbeing and mental health issues | The views of staff, pupils and parents will be surveyed and areas addressed  Family courses and sessions will be signposted  All members of the school community will take part in the mental health and wellbeing events held at school | School will have a clear understanding of the needs of its pupils, parents and staff. |
| The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health | **Theme 10**: Supporting pupil emotional wellbeing and mental health | SMHL attends meetings to share good practice of wellbeing and mental health support  St Helen’s Senior Mental Health Lead TEAMS page to share training, resources, outside agencies  A list of agencies and services will be created and shared with staff and parents via the school website. | The school will have a strong network with other schools and agencies to share approaches to outstanding mental health support for all stakeholders. |