

Wellbeing Strategy 2019/2020

Foreword

I am pleased to welcome you to the East Hoathly School and Nursery Wellbeing Strategy for 2019/2020.

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.

Vision Statement

At East Hoathly, we commit to making it our mission to promote resilience and positive wellbeing for all our pupils and staff. We understand *wellbeing* as state of being comfortable, healthy and happy. We will drive the message forward, to ensure that mental health is “everyone’s business” across the whole school community. We will strive to create an environment that has a whole school approach, in providing excellent mental health support, understanding and intervention. We will put Wellbeing at the heart of our school to ensure successful learning and commit to our policies reflecting this.

East Hoathly School and Nursery put wellbeing at the heart of our school

Strategic overview

To implement the above vision, the Head teacher and Governors committed to the employment of a Wellbeing Leader in September 2017. 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:

- Engaging parents and promoting family wellbeing
- Creating and delivering bespoke staff training on wellbeing and mental health
- Leading the CHANGE TEAM, 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

| GOALS | THEME | What we will do to achieve this | Desired Outcomes |
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| <p>Objective One – The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award</p> | <p>Theme 1: Providing information about the 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</p> <p>Audit and evaluate where we stand with supporting mental health and wellbeing for staff, pupil and parents</p> <p>Create an action plan for the process and monitor it at regular stages</p> | <p>All staff, pupil and parents we have 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</p> | | <p>A vision statement will be created that embeds our desired outcomes</p> <p>Include into our action plan any reviews and gaps in</p> | <p>The whole school community will understand the vision and embrace any learning around this by committing to the strategy</p> |

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| <p>mental health, which is communicated to all involved with the process</p> | | <p>provision and address these</p> <p>Share our strategy with the whole school community</p> <p>Approve the strategy with the SLT team</p> <p>We will review our provisions and how we currently support wellbeing and mental health</p> <p>Take into account risk factors by creating a vulnerability index for pupils and complete mental health screening</p> <p>Create a strategy for emotional wellbeing and mental health</p> | <p>The whole school community will be included in the action plan</p> <p>The schools provision for supporting wellbeing and mental health will be greatly enhanced</p> <p>All staff involved in working with children within the school community will have a clear understanding of the risk factors for vulnerable pupils</p> |
| <p>Objective Three – The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility</p> | <p>Theme 2: Understanding the importance of emotional wellbeing and mental health</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>All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues</p> |

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| <p>of all</p> | <p>Theme 3: Understanding my role in promoting emotional wellbeing and mental health</p> <p>Theme 4: Ensuring that emotional wellbeing and mental health is seen as the responsibility of all</p> <p>Theme 6: Encouraging people to talk about mental health issues</p> | <p>as evaluations</p> | <p>Staff and parents will be able to recognise emotional health issues and respond appropriately</p> <p>School will be able to facilitate learning gaps around mental health and wellbeing</p> <p>An environment will be created where everyone accepts and understands that positive mental health and wellbeing is the responsibility of all</p> <p>We have created an environment that releases the stigma around mental health</p> <p>Links with the whole school community including, before and after school club and all stakeholders will drive for the schools vision forward</p> |
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| <p>Objective Four</p> <p>The School actively promotes staff emotional wellbeing and mental health</p> | <p>Theme 11: Supporting staff emotional wellbeing and mental health</p> | <p>The school will create a Wellbeing policy for staff</p> <p>A budget will be created for staff wellbeing along with planned wellbeing workshops for staff</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff</p> <p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff</p> <p>Regular staff wellbeing questionnaires will be completed every 2 years and the results from these analysed</p> | <p>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace</p> <p>Team building will be create through staff wellbeing workshops</p> <p>An environment will be created where mental health is an 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>Objective Five</p> <p>The school prioritises professional learning and staff development on emotional</p> | <p>Theme 7: Promoting professional development and training for emotional wellbeing</p> | <p>Staff development on emotional wellbeing and mental health will become part of the School improvement plan</p> <p>Skills audits will take</p> | <p>Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately</p> <p>Senior leaders within</p> |

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| <p>wellbeing and mental health</p> | <p>Theme 8: Ensuring confidence and capacity among staff in addressing emotional wellbeing and mental health</p> <p>Theme 9: Identifying mental health issues</p> | <p>place and any gaps in knowledge will be filled with mental health training both for short and long term progress</p> <p>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>School will regularly assess the confidence among staff in responding appropriately to mental health concerns</p> <p>School will create generic forms to record concerns around mental health or safeguarding concerns for all pupils and staff</p> | <p>the school will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training, throughout the employees career, with the school, this will enable staff to manage pupils with mental health needs in the classroom and school environment</p> <p>School will facilitate staff wellbeing needs, whilst improving productivity within the work place</p> <p>School will have a procedure for dealing with any mental health or wellbeing concerns</p> |
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| <p>Objective Six</p> <p>The school understands the different types of emotional and mental health needs across the whole-school community and has systems in place to respond appropriately</p> | <p>Theme 8: identifying and acting on mental health issues</p> <p>Theme 10: Supporting pupil emotional wellbeing and mental health</p> | <p>School will network with any outside agencies or services, ensuring an information sharing process is in place</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>A SEMH register along with the current SEND register will be created</p> <p>A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the borough</p> | <p>School will have a clear idea of the emotional needs of its pupils, parents and staff, interventions will facilitate any mental health needs across the school. Impact data will evaluate the process and a referral strategy will be in place</p> <p>A tiered approach will be in place to match support around individual needs, including signpost procedure for tier 4 support</p> <p>School will know who the vulnerable children and adults are in the school environment and support will be given</p> <p>Signpost and agency services will be visual for all stakeholders, these will be shown on the school website, newsletters and noticeboards</p> |
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| <p>Objective Seven</p> <p>The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health</p> | <p>Theme 12: Engaging the whole-school community in emotional wellbeing and mental health issues</p> | <p>The views of staff, pupils and parents will take place on regular intervals to gain an insight into ongoing needs for wellbeing and mental health</p> <p>Create a bespoke parent workshop, to raise awareness of mental health needs of families</p> <p>Regular feedback questionnaires will take place to evaluate the schools approaches to mental health and wellbeing</p> | <p>School will have a clear understanding of the emotional needs of its staff, pupils and parents</p> <p>Parents will engage in parent forums with wellbeing themes to support the development of this within family life.</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>Objective Eight</p> <p>The school works in partnership with other schools, agencies and available</p> | | <p>The school will create networks with other schools to share good practice of wellbeing and mental health support</p> <p>A directory of</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</p> |

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| <p>specialist services to support emotional wellbeing and mental health</p> | | <p>agencies and services will be created and shared with staff and parents</p> <p>School will enlist key staff to represent the school at mental health forums, they will share this information and new learning with the school staff</p> <p>The school will participate with local commissioning arrangements such as, CAMH, Educational Psychologists, teams, behaviour support and Public Health services</p> <p>The school will gain feedback from its partnerships of work and ongoing future arrangements will be made</p> | <p>support for all stakeholders</p> <p>School will have strong links with outside services and agencies, therefore creating an effective referral process</p> <p>Key staff will be trained in the mental health field and will attend any mental health forums to keep up to date with any changes in mental health learning and approaches. This will enable school to provide excellent mental health and wellbeing support for all of the school community</p> <p>School will continuously take part in future commissioning projects and consistently gain feedback from all stakeholders of any needs for future</p> |
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WAS Award

We believe the School is now in a position to demonstrate our commitment to wellbeing and positive mental health for all stakeholders. The following contents will demonstrate our journey and achievements.

Contents

- Final working action plan
- WAS evidence table

| Objective | Evidence area |
|------------------|----------------------|
| Objective one | |
| Objective Two | |
| Objective Three | |
| Objective Four | |
| Objective Five | |
| Objective Six | |
| Objective Seven | |
| Objective Eight | |