



Wellbeing Award for Schools Evidence.

KPI: 2.5



Colmers Farm Primary School Wellbeing Strategy.

Introduction:

This is Colmers Farm Primary School Wellbeing Strategy for the period June 2020 – March 2022, covering the academic year 2020-2021 and the first half of the academic year 2021-2022.

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 aim is to ensure that the emotional health and wellbeing (EHWB) of all stakeholders is prioritised, for best possible outcomes in life, no matter what their personal circumstances are. The aim of the Wellbeing Strategy is to share how our commitment to the promotion of positive mental health and wellbeing will be achieved.

Strategic overview:

To implement the above vision, the Head teacher and Governors committed to the completion of the Wellbeing Award for School, led by the school's Deputy Head Teacher. This cost of the award is funded through pupil premium funding and this pupil premium strategy and SDP identify budget allocations for interventions and practices in place for the EHWB benefit of all. The Wellbeing leader will be responsible for promoting the wellbeing and positive mental health of pupils, staff, and parents.

Vision Statement, Ethos & Values: (taken from our school website.)

At Colmers Farm Primary School, we want all of our pupils to be happy, safe, successful, confident and independent learners. We pride ourselves on being an inclusive and nurturing community where everyone is made to feel welcome and valued.

We aim to:

- Foster a sense of belonging, enjoyment and enthusiasm for learning within a supportive and nurturing community.
- Provide a broad, balanced, creative and challenging curriculum, enabling opportunities for all pupils to develop both essential skills as well as a positive attitude towards learning.
- Support pupils' emotional health and well-being.

- Provide a safe, respectful, caring and happy environment where every pupil is valued regardless of race, religion, sexuality, gender or disability and where every pupil respects these differences.
- Develop aspirational attitudes within our pupils.
- Encourage awareness of the school as a community within the wider community we serve.
- Provide opportunities which develop our pupils' abilities to work both individually and as part of a team.
- Encourage pupils to lead healthy lifestyles.
- Maximise the partnership potential between home and school by valuing the contribution both make towards the development of our pupils.
- Celebrate pupils' achievements.
- Encourage pupils to accept personal responsibility for their own behavioural choices and to be caring and sensitive towards the needs of others and the environment.
- All staff, parents and children are expected to reflect the principles of our values at all times.

At our school, we expect all of our pupils to follow the three school rules:

Ready, Respectful and Safe

The role of the Wellbeing Lead:

- A strong commitment to promote resilience and positive wellbeing for all our parents, pupils and staff, leading a team of people to support this.
- Ensure that mental health is "everyone's business" across the whole school community.
- Creation of an environment that has a whole school approach to providing excellent mental health support, understanding and intervention. Providing training/ CPD for staff.
- Wellbeing will be put at the heart of our school to ensure successful learning and commit to our policies, pupil premium strategy and school development plan reflecting this.
- Completion of the Wellbeing Award for Schools using reflective practice involving voice of all stakeholders.

Evaluation Process:

- The strategy will be reviewed annually by the Wellbeing Lead and Senior Leadership Team and should be read in conjunction the evidence portfolio created by the Wellbeing Lead. The strategy will be formally approved by the Governing Body for the school.

Goals	Theme	What we will do to achieve this	Desired outcomes
Objective One – The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award.	Theme 1: Providing information about the award.	<p>Introduce the award to all stakeholders, gain commitment of the Head Teacher and Chair of Governors.</p> <p>Work with staff, pupils and parents across the school community (under COVID guidelines).</p> <p>Audit and evaluate where we stand with supporting mental health and wellbeing for staff, pupils and parents, including reflecting on the practise we already have in place.</p> <p>Create an action plan for the process and monitor it at regular stages.</p>	<p>All staff, pupil and parents will have a deeper understanding about the WAS process and will be fully committed to achieving the ward as a celebration of the practises we have in school.</p> <p>Use feedback from all stakeholders to improve provision in place, making changes for positive outcomes with regards to the mental health and wellbeing of all.</p> <p>Bring all stakeholders on board.</p>
Objective Two – The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to		<p>A vision statement will be created and shared via the school website that embeds our desired outcomes.</p> <p>Include into our action plan any reviews and gaps in provision and address these.</p> <p>Share our strategy with the whole school community.</p>	<p>The whole school community will understand the vision and embrace any learning around this by committing to the strategy following information sharing sessions and opportunities for staff CPD.</p> <p>The whole school community will play a part in creating the vision and will be included in the action plan, using stakeholder evaluations and other methods of communication such as pupil voce.</p>

<p>all involved with the process.</p>		<p>Discuss and approve the strategy with the SLT team.</p> <p>We will review our provision and how we currently support wellbeing and mental health.</p> <p>Consider risk factors by creating a Risk Factor Analysis for pupils and complete whole class Thrive screening.</p> <p>Improve website content.</p>	<p>The school's provision for supporting wellbeing and mental health will be more widely shared and improved where needed.</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 through discussion and staff CPD.</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>Theme 2: Understanding the importance of emotional wellbeing and mental health.</p> <p>Theme 3: Understanding my role in promoting emotional wellbeing and mental health.</p>	<p>Raise the priority of mental health and wellbeing within school by delivering awareness raising training, curriculum and activities for staff, pupil and parents. All stakeholders' voices will be used to inform the content.</p>	<p>All stakeholders will have a clearer understanding of what wellbeing means, what is on offer from school, a deeper understanding of mental health issues and the stigma attached to sharing these concerns will be reduced, eventually going.</p> <p>Staff and parents will be able to recognise emotional health issues and respond appropriately, knowing where and who to seek help from.</p> <p>School will be able to facilitate learning gaps around mental health and wellbeing for all stakeholders.</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>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 diminishes the stigma around mental health.</p> <p>Links with the whole school community including the MAT and all stakeholders will drive the school's vision and approach forward.</p>
<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>Staff will be offered 1:1 counselling through the Malachi staff-care package</p> <p>A budget will be created for staff wellbeing along with planned wellbeing INSET days and staff get together.</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>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace</p> <p>Team building will be created through staff wellbeing workshops</p> <p>An environment will be created where mental health is openly talked about subject, therefore the stigma around mental health will be less. Professional Growth leads and Friday Pulse group leaders will actively and regularly explore how staff are feeling. Open door culture is established and embedded.</p> <p>Staff will be provided with a space to explore their emotional wellbeing within the school's use of Friday Pulse and the Excelwell platform.</p>

		<p>Regular staff wellbeing questionnaires will be completed every year and the results from these analysed by the SLT.</p> <p>Creation of the school cultural canvas with the staff.</p>	<p>Finances through the school budget will be set aside for staff wellbeing activities, training and resources.</p> <p>Staff buy-in to the importance of their attitude to the school's values, ethos and culture.</p>
<p>Objective Five</p> <p>The school prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<p>Theme 7: Promoting professional development and training for emotional wellbeing</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>Staff development on emotional wellbeing and mental health will become part of the school development plan.</p> <p>Long-term and short-term plans to address professional development needs and to keep staff up to date and regularly reminded of importance and practices in school.</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. Friday Pulse and Excelwell will be promoted to all.</p> <p>School will regularly assess the confidence among staff in responding appropriately to mental health concerns through verbal feedback, the appraisal process and questionnaires.</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 the school will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training enabling staff to manage pupils with mental health needs in the classroom and school environment. This training will be led by the school pastoral team, external agencies and using the National College platform.</p> <p>School will facilitate staff wellbeing needs, whilst improving productivity within the workplace</p> <p>School will have a procedure for dealing with any mental health or wellbeing concerns that may arise.</p>

		<p>School will remind staff about how to record concerns around mental health or safeguarding concerns for all pupils and staff.</p>	<p>Annual safeguarding training, including the use of MyConcern. Training will be delivered on an ad-hoc basis for new starters.</p> <p>Worries posters displayed around school.</p>
<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>All pupils and staff will complete regular mental health screening questionnaires to raise any concerns and these will be acted upon appropriately.</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>Vulnerable children list along with the current SEND register will be created and children discussed a minimum of monthly at the pastoral / safeguarding meetings.</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. Thrive whole class screening will be used on a termly basis.</p> <p>A tiered approach will be in place to match support around individual needs.</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>

		A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services commissioned by school.	
Objective Seven 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.	<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>Use Family Thrive to raise awareness of and address the mental health needs of families.</p> <p>Wellbeing Lead will be trained and deliver raising awareness activities and assemblies to pupils and staff</p> <p>School will improve communication and ensure regular communications around wellbeing are disseminated in the school environment via various means.</p> <p>Regular feedback questionnaires will take place to evaluate the school's 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 Early Help and Family Thrive to positively enhance family life and gain a deeper understanding of mental health needs. Families will work with Malachi, MHST and Pathfinders without fear of social services or stigma being attached to their capabilities.</p> <p>Wellbeing Lead and pastoral team, plus school PD Lead will be the face and drive for positive wellbeing across the whole school community.</p> <p>All stakeholders will understand the methods of communication school will use (namely website and electronic communication) this will provide improved communications across the school community</p> <p>Evaluations will take place at regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders.</p>
Objective Eight:		The school will create networks with other schools within the MAT to share	The school will have a strong network with other schools in the MAT to share approaches around

<p>The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.</p>		<p>good practice of wellbeing and mental health support.</p> <p>A directory of agencies and services will be created and shared with staff and parents.</p> <p>School will enlist key staff to represent the school at external Teams training (due to COVID restrictions), they will share this information and new learning with the school staff.</p> <p>The school will participate with local commissioning arrangements such as, Pathfinders and MHST and through DLP.</p> <p>The school will gain feedback from its partnerships of work and ongoing future arrangements will be made.</p>	<p>outstanding mental health and wellbeing 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 continuously trained in the mental health field and will attend any mental health training opportunities 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 in 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 services.</p>
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