

BERSTED GREEN PRIMARY SCHOOL
Well Being Strategy – Strategic Direction

Foreword

At Bersted Green Primary School, we aim to promote positive mental health and wellbeing for our whole school community (children, staff, parents and carers), and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health. We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement.

Our school's role is to ensure that children are able to manage times of change and stress, and that they are supported to reach their full potential or access help when they need it.

Strategic overview

Our Mental Health and Wellbeing Strategy is a guide to define 'how' we expect to support children, staff and our families with mental health and wellbeing and 'what' practice we implement to support mental health and wellbeing.

Vision Statement

Our vision is to create an ethos that promotes and supports mental health and resilience. We aim to help children develop social relationships, support each other and seek help when they need it. We encourage our children are to become resilient learners. Our children are taught social and emotional skills and an awareness of mental health. We identify those children who have mental health needs and plan support to meet those needs. We work with our parents and carers to put support in place where it is needed. We utilise a holistic and multi-agency approach for the whole school community (children, staff, parents and carers)

Our values are: resilience, communication, achievement, courage, respect, compassion, flexibility, responsibility, collaboration, creativity, honesty, perseverance.

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>Introduce the award to staff and children</p> <p>Enlist a change team to include a variety of staff, pupils and parents across the school community</p> <p>Audit how we support 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>	School community will have an understanding of the WAS and will work together to promote a positive attitude to mental health and how we aim to support it within our school.
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>Networking with FAB deputy heads to promote mental health and wellbeing across the locality. Sharing ideas and approaches with the wellbeing leads (DH). Using time allocated and budgeted for under the FAB Mental health well being strategy to write the necessary document.</p> <p>Mapping exercise to identify the factors we have in place to promote wellbeing. Staff feed back</p> <p>Write a mental health and wellbeing strategy/policy.</p> <p>We will review our provisions and how we currently support wellbeing and mental health</p> <p>Take into account risk factors for our school community and identify protective factors.</p>	<p>All staff will have an understanding of protective factors for mental health and will be aware of our provision in order to support our whole school community.</p> <p>We have a clear vision for our school in supporting the wellbeing of our community.</p>

		<p>Create a strategy for emotional wellbeing and mental health</p> <p>Strategy/policy discussed with SLT team/shared with Staff for feedback.</p> <p>Strategy approved by Governors.</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>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>Undertake staff meeting to promote understanding and discussion around mental health and wellbeing.</p> <p>Assemblies – whole school and in class to inform and encourage discussion.</p> <p>Communications to parents – signposting and encouraging wellbeing activities within the home.</p> <p>Completing stake holder evaluations</p>	<p>More knowledge amongst the staff around mental health both personally and our children.</p> <p>Children gain an understanding and awareness of mental health and emotional issues.</p> <p>Parents given information to promote their own mental health and wellbeing. Given skills to support their families in respect of wellbeing.</p> <p>Children, staff and parents know that it is ok not to be ok and it is good to talk. They know where to go to seek help and support.</p>
<p>Objective Four 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 (included within the whole school policy).</p> <p>Staff will be allocated a line manager specific to their role/responsibility whom they can approach for support in the first instance. Performance management and other systems in place to support emotional wellbeing.</p>	<p>Staff will feel more valued and appreciated. Staff will have a more positive mindset.</p> <p>Staff will have a safe space to talk, mental health will be acknowledged and staff supported when needed.</p>

		<p>A budget will be created for staff wellbeing.</p> <p>Social events to be held for staff, staff wellness box, shout out board.</p> <p>Staff access to a wellbeing platform to encourage positive emotional and mental well-being.</p> <p>Staff wellbeing questionnaires will be developed and completed results analysed in order to promote emotional wellbeing and positive mental health.</p>	<p>Finances through the school budget will be set aside for staff wellbeing activities and resources</p> <p>Team building will be created through staff social events, greater bonding and support within the team.</p> <p>Staff will be able to use mindfulness and relaxation to help manage stress.</p> <p>Staff will feel more equipped to deal with any risk factors.</p> <p>Concerns can be addressed, continues positive support and promotion of well being.</p>
<p>Objective Five 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>Survey will be provided to assess staff knowledge and skills. Staff will be asked what training they feel would be of benefit to them.</p> <p>School will offer to staff mental health/well being training for all staff across the school community, this will include SLT, Teachers, Teaching Assistants and Midday Staff.</p> <p>School will create generic forms to record concerns around mental health or safeguarding concerns for all pupils and staff</p>	<p>Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately.</p> <p>SLT will know what the schools training needs are and therefore will be able to address the gaps in skills and knowledge.</p> <p>School will have a procedure for dealing with any mental health or wellbeing concerns.</p>

<p>Objective Six 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 staff will monitor children within school, where concerns arise they speak with HT, Wellbeing lead or SJ in the first instance. They will complete any relevant paperwork to ensure support is put in place.</p> <p>Staff will be available and visible to parents and carers so that any concerns/issues can be discussed and support offered.</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, parents and staff.</p> <p>The current SEND register also detail SEMH</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 school community. Interventions will be put in place or signposting to the relevant agencies.</p> <p>School will know who the vulnerable children and adults are in the school community 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>
<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>Theme 12: Engaging the whole-school community in emotional wellbeing and mental health issues</p>	<p>Staff, parent and pupil voice survey's will be created to gather information on wellbeing needs and how best to support.</p> <p>Monthly appointment slots for parents to meet with the Well Being Lead to discuss concerns.</p> <p>Parent workshop hosted by the Mental Health Support Team.</p> <p>Wellbeing champions will be elected, trained and raise awareness of mental health amongst the pupils.</p>	<p>School will have a clear understanding of the emotional needs of its staff, pupils and parents</p> <p>Parents will use the offered appointment slots to discuss concerns/worries around their own and/or their family's mental health and wellbeing.</p> <p>Parents will engage in weekly parenting, mental health workshops to promote and develop positive relationships and emotional wellbeing.</p>

		<p>Wellbeing champions will be an ear for their peers.</p> <p>School will create a "Wellbeing" section on the school website so that information can be shared with our whole school community.</p> <p>School will ensure that communications around wellbeing are disseminated in the school environment.</p> <p>Regular feedback questionnaires will take place to evaluate the school's approaches to mental health and wellbeing.</p>	<p>Through the various communication channels the school community will be informed on issues relating to wellbeing.</p> <p>Evaluations will take place to understand the needs of the school and its community in order to continue to promote positive wellbeing.</p>
<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 networks with other schools to share 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 mental health forums. Information will be disseminated to staff.</p> <p>The school will participate with any local commissioning arrangements that are made available such as CAMHs, Educational Psychologists, Mental Health Support Team for Schools, behaviour support, Regis Health Partnership, WSCC.</p> <p>The school will gain feedback from its partnerships of work. Ongoing future arrangements will be made with partnerships to ensure positive well being impact.</p>	<p>School to take part in the wellbeing project (FAB locality), Wellbeing peer support group and SMHL peer support group. School will also take part in future collaborations/networking meetings.</p> <p>List provided via parentmail, on display boards within school so information on hand when needed.</p> <p>School will have strong links with outside services and agencies, therefore creating an affective referral process.</p> <p>Key staff/children will contribute to pilot schemes for school reflective tool and the pupil wellbeing tool.</p> <p>School will continuously take part in future commissioning projects.</p> <p>School will seek feedback from the school community to determine what services need to be accessed.</p>

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