

Wellbeing award strategy for Marlbrook Primary School.

Marlbrook Primary Schools Mission statement – Achievement through effort

The staff at Marlbrook Primary Teaching School are committed to working together to contribute to the healthy growth and development of all of our children. We wish to create an atmosphere of care, trust and respect in which children feel nurtured, encouraged and valued and staff feel supported by one another.

Through a stimulating and broad curriculum, we embrace the diversity of cultures, race and social backgrounds.

We aim for each child to reach their full potential, to be confident and to develop a positive attitude towards their own learning. We will provide a wide range of learning opportunities for the children, encourage them to value their own achievements and to celebrate the success of others. Our high expectations for achievement include good behaviour, tolerance, co-operation and fairness.

We welcome active involvement of parents and carers in the life of the school and recognise their vital role in laying the foundation of their children's development. This partnership is extended to the wider community, where strong, mutually beneficial links are valued.

We aim for Marlbrook to be a safe, secure and support school where children are:

- Encouraged to develop positive attitudes about themselves and others;
- Given opportunities to develop a self-discipline, recognising the importance of courtesy;
- Good manners, tolerance and respect;
- Given access to a wide curriculum that fulfils the potential of the individual.

These aims will help to prepare pupils to live and work happily amongst others and become responsible members of society.

In order to achieve our aims, we have:

- High expectations of our school community and set targets for learning across the curriculum;
- A recognition of the importance of parental and wider community involvement in the life of the school;
- A commitment to the provision of equality of opportunities supported by policy and procedure set out by the staff and governors of the school.

To ensure all aspects of wellbeing within the curriculum are covered as a school, we actively promote our six core values in all that we do; across the whole school, each term we will focus on a particular core value.

- Resilience
- Kindness
- Understanding
- Honesty

- Appreciation
- Imagination.

At Marlbrook Primary school we are committed to promoting positive wellbeing and mental health for all of our pupils, staff and the wider school community. We will strive to create a whole school approach, where we put wellbeing and at the heart of everything that we do. We are committed to creating an environment where the whole community feels safe, valued and respected.

Strategic overview

To implement our vision and deliver our aims in relation to the wellbeing of the staff, pupils and the wider community, the Headteacher and Governors have committed to undertake the Wellbeing Award, appointed a designated wellbeing champion, as well as appointing a specific mental health lead.

The Wellbeing team will lead the development of the following objectives and this will be incorporated into their roles –

At Marlbrook Primary school we will have a clear vision and strategy for promoting and protecting emotional wellbeing and mental health for both pupils and staff

At Marlbrook Primary school we will continue to develop a positive culture which regards emotional wellbeing and mental health as the responsibility of all.

At Marlbrook school everyone will actively promote and consider staff emotional wellbeing and mental health

Through the school action plan and ongoing CPD at Marlbrook Primary school, we will incorporate staff development on emotional wellbeing and mental health

At Marlbrook Primary school we will continue to understand and develop the different types of emotional and mental health needs across the school and ensure there are systems in place to respond appropriately.

The school actively seeds the ongoing participation of the whole school community in tis approach to mental health and wellbeing.

The school works in partnerships with other schools, agencies and available specialist services.

Goals	Theme	What we will do to achieve this	Desired outcomes
Objective One – The whole school is committed to promoting and protecting emotional	Theme 1: Providing information about the award	Continue to use a whole school approach to Wellbeing, gaining commitment from the	All staff, pupil and parents we have a deeper understanding about the WAS process and will be

<p>wellbeing and mental health by achieving the wellbeing award</p>		<p>governors and achieving the Wellbeing award.</p> <p>Enlist a change team to include representatives across the whole school community.</p> <p>Complete an 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 appropriate stages.</p>	<p>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>Our school vision statement will reflect our desired outcomes in relation to Wellbeing within our school community.</p> <p>We will review our provisions and how we currently support wellbeing and mental health.</p> <p>Review and consider risk for pupils and understand how this impacts the emotional wellbeing and mental health in our pupils.</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.</p> <p>Everyone will play a part in creating the vision and will be included in the action plan</p> <p>The school’s 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 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>Continue to deliver raising awareness activities for staff, pupils and parents and make a record of these events.</p> <p>Children will be given the opportunity to train to become peer mentors.</p> <p>Create whole school projects that have a theme across the whole school enabling children to develop their language around mental health and feelings.</p> <p>Continue to develop our pupil voice mechanisms, incorporating the role of Wellbeing champions into the student councillors role.</p>	<p>All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues.</p> <p>Staff and parents will be able to recognise emotional health issues and respond appropriately.</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>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.</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>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace.</p> <p>An 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 school's appraisal systems.</p>

		Staff wellbeing questionnaires will be completed yearly and the results from these analysed	Finances through the school budget will be set aside for staff wellbeing activities and resources.
Objective Five - The school prioritises professional learning and staff development on emotional wellbeing and mental health	<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 improvement plan.</p> <p>School will deliver a program of mental health training for all staff across the school community, this will be led by a dedicated School mental health lead.</p> <p>School will regularly assess the confidence among staff in responding appropriately to mental health concerns.</p> <p>Staff across the whole school will continue to identify pupils who would benefit from additional support.</p> <p>When necessary outside agencies and specialist will be referred to, to offer our pupils and their families further support.</p>	<p>Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately.</p> <p>The whole school community will have access to high quality training, throughout the employee's 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 School will have a procedure for dealing with any mental health or wellbeing concerns</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	<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 develop a peer mentoring system to enable children to support each other.</p> <p>The school will continue to maintain</p>	<p>Children will feel more involved and empowered when it comes to supporting each other.</p> <p>A tiered approach will be in place to match</p>

<p>respond appropriately.</p>		<p>the referral process for identifying and supporting children who are identified as potentially in need of additional support.</p> <p>The school uses it best endeavours to provide for pupils with a range of interventions appropriate to the needs identifies.</p> <p>School will network with any outside agencies or services, ensuring an information sharing process is in place.</p> <p>A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the county.</p>	<p>support around individual needs, including signpost procedure for tier 4 support School will know who the vulnerable children and adults are in the school environment and support will be given.</p> <p>Signpost to agency services will be visual for all stakeholders, these will be shown on the school website and newsletters.</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>The views of staff, pupils and parents will take place on regular appropriate intervals to gain an insight into ongoing needs for wellbeing and mental health.</p> <p>Offer a parent information evening to raise awareness of mental health needs of families.</p> <p>Wellbeing ambassadors will be appointed and will deliver raising awareness activities and assemblies to pupils and staff.</p>	<p>School will have a clear understanding of the emotional needs of its staff, pupils and parents.</p> <p>Parents will have access to appropriate workshops to positively enhance family life and gain a deeper understanding of mental health needs.</p> <p>Wellbeing ambassadors will be the face and drive for positive wellbeing across the whole school community.</p>

		<p>School will create a communication policy and ensure regular communications around wellbeing are disseminated in the school environment via various means. Regular feedback questionnaires will take place to evaluate the schools approaches to mental health and wellbeing.</p>	<p>All stakeholders will understand the communication policy and adhere to it, this will provide excellent communications across the school community.</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, 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</p>	<p>The school will have a network with other schools to share approaches around outstanding mental health and wellbeing support for all stakeholders.</p> <p>School will have strong links with outside services and agencies, therefore creating an affective referral process.</p> <p>Key staff will be continuous 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.</p> <p>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</p>

		arrangements will be made.	in future commissioning projects and consistently gain feedback from all stakeholders of any.
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