

***NORTHWAY SCHOOL  
STRATEGY FOR WELLBEING  
AND MENTAL HEALTH***

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The wellbeing of staff, pupils and their families is a very important and fundamental aspect of what Northway provides. Pupil welfare has been an element in our School Evaluation and Development process for many years and is recognised as a strength:

"The provision to support pupils' personal development and well-being is of high quality"  
"The curriculum is very successful at instilling confidence and enhancing pupils' self-esteem"  
(Ofsted 2018)  
"The pupils enjoy school and they feel safe and secure"  
"Parents are made welcome and report that they feel regularly consulted and informed about their child's progress and well-being" (Ofsted 2015)

This Strategy for mental health and wellbeing came about as a consequence of being involved in working towards accreditation for the Wellbeing Award which we hope will affirm how effectively we are meeting the emotional wellbeing of not only pupils but their families and the staff members.

### **WHY HAVE A STRATEGY?**

Our reasons for promoting wellbeing include:

#### ***FOR STAFF***

- To improve staff morale, motivation and job satisfaction
- To reduce feelings of stress
- To develop ability to manage stress and increase individuals positive self-image and self-knowledge
- To ensure positive relationships between staff and enable effective teamwork
- To improve staff attendance
- To encourage staff retention
- To foster a sense of shared responsibility and community
- To ensure staff are more able to manage pupil behaviour effectively (well managed pupil behaviour means there is less physical challenge to staff)
- To ensure staff are in the best emotional state to support the progress of pupils
- To enable an effective shared partnership between staff and parents
- To enable all staff, pupils and their parents to develop personal emotional resilience
- To support strong supportive and professional relationships between staff and families

#### ***FOR PUPILS***

- To effectively support pupils to regulate their emotions( decrease incidents of aggressive behaviour )
- To foster a sense of belonging to a community
- To know they are safe at school
- To have the means to communicate their feelings and needs effectively
- To enable all pupils to develop personal emotional resilience

## FOR FAMILIES

- To enable an effective shared partnership between staff and parents
- To support strong supportive and professional relationships between staff and families
- To empower parents/carers to access support ie be signposted to the Local Offer website etc
- To build trust so that they know school is a safe place to discuss any issues that affect their mental health and wellbeing
- To support the whole family (eg siblings) and signpost to other agencies for help
- To enable all parents/carers to develop personal emotional resilience

Through discussion by the whole staff team in September 2018 revised Vision and Mission statements were agreed; this helped to ensure that staff had a common understanding of what our ethos was and that they were "all on the same page"

### **WE RECOGNISE AND VALUE ALL ACHIEVEMENT**

- **We are a positive and inclusive learning community in which all are valued and respected.**
- **We are passionate about developing self-confidence for all members of the school community.**

## WHERE ARE WE NOW?

In collating the evidence for our application for the wellbeing award we have been able to see how much good practice is in place and determine how to move forwards to develop and extend this.

The current School Improvement plan includes a section on wellbeing and recent staff appraisal practice has incorporated this aspect more fully.

AREAS FOR DEVELOPMENT	MET BY:	STAFF LEAD	SUCCESS CRITERIA & IMPACT
To achieve the wellbeing award <ul style="list-style-type: none"><li>• Send out questionnaires to staff and parents</li><li>• SMT agree on clear desired objectives regarding Well-Being</li><li>• Use results of questionnaire to write Action Plan</li><li>• Carry out all actions in plan within training/curriculum and other areas as appropriate</li><li>• Survey staff, parents and a group of pupils later in the process to ascertain any changes</li><li>• Share work with external advisor</li><li>• Submit application</li></ul>	Spring 1  Summer 2019 Summer 2019	CL & HS  Well Being Change Team	Well being Policy, strategies etc in place and Well Being Award achieved. Greater sense of well being evident across school

There is a school Wellbeing Policy and this and other information is available on the school website.

Existing school policies such as Safeguarding, Anti-bullying, Behaviour etc relate to wellbeing in school though not always overtly.

## WHAT WILL WE DO TO DEVELOP EXCELLENT PROVISION?

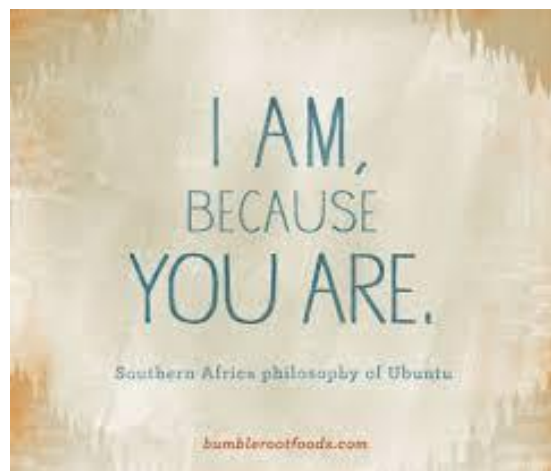
Actions we will take include:

- Use the evaluations from staff and parents to address issues raised.
- Audit all policies to ensure overt relationship with wellbeing
- Plan more CPD for all staff particularly with regard to mental health/ reducing stress/team building etc
- Follow up ideas in the suggestion box and display action taken
- Regularly use mindfulness strategies in whole school meetings/assemblies etc
- Include specific actions related to wellbeing in school Improvement Plans
- Continue to provide effective support for families and especially for "harder to reach" parents
- Organise regular wellbeing activities after school, on training days etc. and encourage positive social occasions for staff and families

## WHO IS RESPONSIBLE FOR WELLBEING?

A Deputy Head is taking the lead on development of wellbeing with regard to our application for the Award with support from the Behaviour Co-ordinator who is also subject leader for PSHE.

The Senior Management Team is responsible for ensuring Policies are updated. The school ethos emphasises that we are a community. We aim to embody the Ubuntu philosophy that ...



...and therefore it is a responsibility shared by everyone in school.

## HOW LONG WILL IT TAKE?

A wellbeing strategy needs to be sustainable and firmly embedded in practice and shared by all; it takes time and planning to be effective and this is reflected in the Action Plans produced for the Wellbeing Award which cover two years but will continue to be reviewed and updated annually.

