

Wellbeing Strategy 2019/2021

Foreword

I am pleased to welcome you to Summerfield school Wellbeing Strategy for 2019/2021. 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 the best possible outcomes in life, no matter what the circumstances are.

Strategic overview

To realise the above vision, the Head teacher and Governors committed to the Wellbeing Award and the implementation of a Summerfield Wellbeing Team in September 2019. The Wellbeing team will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

Vision Statement

At Summerfield, our job is to give every child the life chances they deserve, no matter what their starting point. We make every second count. It is our intention to develop the whole child, helping them to grow as both lifelong learners and proactive, responsible citizens.

As a school community, we celebrate diversity and use people's experiences and strengths to motivate and stimulate. We recognise that children and adults perform best when they are **nurtured**, **inspired** and **valued**, therefore, we encourage and develop resilience in everyone and wellbeing for all.

The newly appointed Wellbeing team is to include the following into their role:

- Engaging parents and promoting family wellbeing
- Holding sessions to support the emotional needs of vulnerable children
- Delivering staff supervision and mediation sessions
- Creating and delivering bespoke staff training on wellbeing and mental health
- 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
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>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>	All staff, pupil and parents 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>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>A vision statement will be created that embeds our desired outcomes – Autumn term 2019.</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 – January 2020</p> <p>Assemblies to be linked to school vision</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 – Mental health audit to be undertaken by all staff. Parent & pupil questionnaires to be undertaken. SWOT analysis to be completed. Information from this will be fed into strategy.</p> <p>Take into account risk factors. Ensure all staff are aware of vulnerable pupil. (updated vulnerable pupil list to be completed termly). Complete mental health screening for identified pupils using SDQ.</p>	<p>The whole school community will understand the vision and embrace any learning around this by committing to the strategy</p> <p>The whole school community 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>
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<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>Use the findings from the award to plan structured events, free time and wellbeing elements into the school calendar for 2020-21 for staff, pupils and parents.</p> <p>Appointment of Wellbeing LSA (2021 Pastoral care team)</p> <p>Mental health websites signposted on school website. Child friendly EWMH posters around school</p> <p>Implementation of Jigsaw PSHE programme across the Key stages – including assemblies</p> <p>Appointment of Wellbeing Champions</p> <p>Restorative practices to be implemented across school following whole school training.</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>Links with the whole school community including before and after school club and all</p>

	<p>Theme 6: Encouraging people to talk about mental health issues</p>	<p>FAST sessions to be re-introduced in Spring 2020</p> <p>Counsellor to continue to work with children with EWMH issues</p> <p>Parents to be kept informed of EWMH courses</p> <p>All staff to attend EWMH training courses</p> <p>Artist to work with children to create wall murals in Wellbeing room</p> <p>Hub to be decorated and re-assigned for working 1:1 with SEND children and for sensory breaks.</p> <p>Results of stakeholder evaluations shared with stakeholders.</p>	<p>stakeholders will drive the school's vision forward</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 and (Emotional wellbeing and mental health policy for pupils)</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</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</p>

		<p>wellbeing of staff – performance management outcomes</p> <p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff</p> <p>Staff wellbeing questionnaires will be completed twice a year and the results from these analysed and shared with all staff.</p> <p>Limit change and workload to maintain staff wellbeing. Plan spare staff / team meetings throughout the year to allow flexibility at particularly busy times of the year.</p> <p>Marking policy to be revised in line with staff work-life balance</p> <p>Staff buddy system to be implemented</p>	<p>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> <p>Finances through the school budget will be set aside for staff wellbeing activities and resources</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</p>	<p>Staff development on emotional wellbeing and mental health will become part of the School Improvement plan</p> <p>All staff to complete a skills audit. Any gaps in knowledge will be filled with mental health training both for short- and long-term progress</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,</p>

	<p>confidence and capacity among staff in addressing emotional wellbeing and mental health</p> <p>Theme 9: Identifying mental health issues</p>	<p>School will deliver a program of mental health training for all staff across the school community, this will include SLT, Teachers and Learning Support Assistants</p> <p>School will regularly assess the confidence among staff in responding appropriately to mental health concerns – skills audit. CPD to be booked for staff following completion of audit.</p> <p>School will continue to use My Concern to record concerns around mental health or safeguarding concerns for all pupils</p> <p>From the initial staff evaluations, staff felt that they had a lack of knowledge and skills needed to address mental health in school – Place2Be training to be offered to all staff.</p> <p>From the initial parent evaluations, parents felt that there was a lack of training/workshops/support groups for parents – school website to be updated with relevant EWMH websites, FAST to start Spring term 2020 (Spring 2022), leaflet to be produced for parents highlighting ways Summerfield supports their children’s EWMH.</p>	<p>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</p> <p>School will have a procedure for dealing with any mental health or wellbeing concerns – use My Concern</p>
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<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 pupils and staff will complete regular mental health and wellbeing questionnaires to raise any concerns and these will be acted upon appropriately. (Staff questionnaires used from Anna Freud Centre)</p> <p>All SEMH and/ or SEND chn to complete Boxall and/ or SDQ for baseline data</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 e.g. Drawing and Talking, for pupils and parents and regular feedback and evaluations will take place to ensure good practice and positive outcomes</p> <p>An On Alert register along with the current SEND register will be created. This will highlight SEMH chn who are of concern.</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 Level 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>

		<p>My Concern – used by all staff as system for information sharing on pupils with EWMH concerns</p> <p>A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the local authority</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 be requested at regular intervals to gain an insight into ongoing needs for wellbeing and mental health</p> <p>Post Covid - arrange a bespoke parent workshop, to raise awareness of mental health needs of families</p> <p>Staff Wellbeing champions will be trained and deliver raising awareness activities and assemblies to pupils and staff</p> <p>School will install Parentmail / Weduc to 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 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>Post Covid, the aim will be to have parents engaging in weekly parenting, mental health workshops to positively enhance family life and gain a deeper understanding of mental health needs</p> <p>Wellbeing champions will be the face and drive for positive wellbeing across the whole school community</p> <p>New communication system implemented to provide excellent communications across the school community</p>

		<p>From the initial parent evaluations, parents felt that the communication between the school and parents needs to be improved - ensure regular newsletters are sent to parents, website is updated, open door policy is drawn to attention of parents again, investigate a new online system of communication between school and parents. Ensure regular use of Home School Diaries.</p> <p>From initial pupil evaluations, pupils felt that staff focus on certain children only and that others are missed out. They also wanted staff to use child friendly language when talking about wellbeing.</p> <p>Some also felt that sometimes staff don't do anything about children that are upset - investigate Restorative Practices training for all staff. (This took place in September 2021)</p> <p>Appointment of Pastoral Care team (September 2021)</p>	<p>Evaluations will take place on regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders</p>
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<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>The school will participate with local commissioning arrangements such as, CAMHS, Educational Psychologists, teams, behaviour support and Public Health services (MK MHST)</p> <p>The school will gain feedback from its partnerships of work and ongoing future arrangements will be made</p> <p>Research external support for other members of the school community (e.g. Nurture programme, parenting courses</p>	<p>The school will have a strong network with other schools in and outside of the local authority 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 continuously 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 services</p>
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