



St Columba Catholic Primary School

Wellbeing Strategy



Why do we need a wellbeing and mental health strategy?

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 best possible outcomes in life, no matter what the circumstances are.

We aim to:

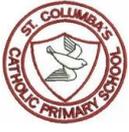
- Create a shared understanding of all aspects of mental health.
- Empower all to understand their own wellbeing and be proactive in supporting it.
- Increase awareness and understanding among staff and parents/carers of issues involving the mental health of young people
- Detect and support problems in the earliest stages
- Increase the appropriate level of support available to students, staff and parents/carers with mental health issues in partnership with outside health agencies and child support groups
- Continue to promote positivity around mental wellbeing
- Reduce the stigma associated with mental health issues

Strategic overview

To implement school's vision, the Head teacher and Governors committed to working towards the Wellbeing Award for Schools in February 2019. The Learning Mentor and SLT has a shared responsibility for Wellbeing. Mr Murphy has completed accredited Emotional First Aider training. He will be responsible for leading on promoting the wellbeing and positive mental health of pupils, Miss Evans will lead on staff and Lorraine Evans, Parent Mentor will lead on parents.

This will include:

- Engaging parents and promoting family wellbeing
- Ensuring staff have adequate training on wellbeing and mental health
- Leading the whole school, to drive positive wellbeing across the whole-school community
- 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
- Signposting staff and parents to organisations/resources that can support with emotional health and wellbeing



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- Where possible, work with other agencies to further improve and develop emotional health and wellbeing across the community

GOALS Linked to Wellbeing Award Objectives	THEME	What we will do to achieve this	Desired Outcomes
<p>The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award</p>	<p>Theme 1: Provide information about the award</p>	<p>Introduce the award to all stakeholders, gain the commitment of the Headteacher and Chair of Governors</p> <p>Invite parents, staff and governors to form part of the Change Team</p> <p>Audit and evaluate where we are with supporting mental health and wellbeing for staff, pupils and parents</p> <p>Create an action plan and monitor it at regular stages.</p>	<p>All staff, pupils and parents will have an understanding about the WAS process and will be fully committed to embracing change for positive outcomes of support for mental health and wellbeing.</p>
<p>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 vision statement will be reviewed to ensure it reflects our ethos</p> <p>Gaps in provision will be included in our action plan</p> <p>Share the strategy with the school community</p> <p>Approve the strategy with SLT team</p> <p>Review provisions and support</p> <p>Take into account risk factors for pupils and complete mental health screening as</p>	<p>The whole school community will embrace the school vision</p> <p>The schools provision for wellbeing will be enhanced</p> <p>All staff involved in working with children within the school community will have a clear understanding of risk factors for vulnerable pupils</p>



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		<p>appropriate or as requested</p> <p>Create a strategy for emotional wellbeing and mental health</p>	
<p>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 5: Encouraging people to talk about mental health issues</p>	<p>Plan and deliver awareness raising activities for staff, pupils and parents.</p>	<p>All stakeholders will have an understanding of what wellbeing means and a deeper understanding of mental health issues.</p> <p>Staff and parents will feel confident recognising emotional health issues and responding appropriately</p> <p>Pupils, parents and staff will accept and understand that positive mental health and wellbeing is the responsibility of all</p> <p>Mental health discussions and issue that are pupils, parents and staff face are free from stigma</p> <p>Links with the whole school community will drive the vision forward</p>
<p>The School actively promotes staff emotional wellbeing and mental health</p>	<p>Theme 6: Supporting staff emotional wellbeing and mental health</p>	<p>A budget will be allocated for staff wellbeing in order to promote mental health and wellbeing in the workplace</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff</p>	<p>Staff will work in an environment that is built on respect and empathy.</p> <p>Ensure there is a culture of 'open door'.</p> <p>Staff will be able to work in an environment that looks after their physical wellbeing</p>



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		<p>SLT and staff meetings will include a wellbeing focus</p> <p>Feedback and evaluations will take place regularly to ascertain the needs of staff</p> <p>Staff wellbeing questionnaires will be completed regularly</p>	<p>Staff will be provided with a place to explore wellbeing through the appraisal system</p> <p>Mental health will be talked about openly thus reducing the stigma surrounding it</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 be included in the School Improvement Plan</p> <p>Skills audits will take place and any gaps in knowledge planned for</p> <p>School will deliver a programme of CPD for all staff</p> <p>School will target specific CPD to staff in cases where this is needed</p>	<p>Staff will have a more in depth knowledge around mental health needs in order to respond appropriately</p> <p>Senior leaders will have a clear understanding of staff CPD and plan for it, therefore, increasing staff confidence</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 9: identifying and acting on mental health issues</p> <p>Theme 10: Supporting pupil emotional wellbeing and mental health</p>	<p>All staff and pupils will complete regular questionnaires that include wellbeing focus and concerns acted upon</p> <p>School will work with external agencies or services ensuring information sharing processes are in place</p> <p>A range of mental health and wellbeing</p>	<p>Issues will be identified and interventions delivered will support pupil's mental health.</p> <p>A referral process will enable targeted support to be used early and impact positively on mental health and wellbeing issues</p> <p>A graduated response will ensure that support is directed at the appropriate level</p>



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		<p>support interventions will be in place</p> <p>SEMH pupils will be clearly identified on the SEND register and their provision recorded on Provision Map</p> <p>During PPR meetings, wellbeing be students will be discussed in order to evaluate need and act early</p> <p>Signposting list created to share with staff and parents and pupils where appropriate</p>	
<p>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 surveyed at regular intervals</p> <p>Family courses and sessions will be provided by the school</p> <p>All members of the school community will take part in the mental health and wellbeing events held at school</p>	<p>School will have a clear understanding of the needs of its pupils, parents and staff.</p>
<p>The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health</p>		<p>Learning Mentor is Behaviour Lead. he attends meetings to share good practice of wellbeing and mental health support</p> <p>A list of agencies and services will be created and shared with staff and parents via the school website.</p>	<p>The school will have a strong network with other schools and agencies to share approaches to outstanding mental health support for all stakeholders.</p>



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