**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 biggest difference to our pupils, parents and staff within our community. Our aims are to ensure that all stakeholders are able to maintain positive wellbeing and mental health for the best possible out comes in life no matter what the circumstances are.

We aim to:

* Increase emotional literacy among all stakeholders
* Build stakeholders knowledge of all aspects of mental health
* Empower all to understand their own wellbeing and be proactive in supporting it.
* Increase the awareness and understanding among stakeholders of issues that may affect mental health (particularly of young people)
* Detect and support problems in the earliest stages
* Increase the appropriate level of support available to stakeholders with mental health issues in partnership with outside agencies
* Promote positivity around mental wellbeing
* Reduce stigma around mental health and talking about it

**Strategic** **Overview**

To implement the school’s vision, the head teacher and Govenors commited to working towards the Wellbeing Award for School in July 2019. A Wellbeing lead was appointed to oversee the process with help from a designated change team. They will be responsible for promoting wellbeing and positive mental health for all stakeholders. They will do this by:

* Engaging parents and promoting wellbeing
* Promoting CPD on wellbeing and mental health to staff
* Ensuring positive wellbeing across the school community
* Work towards the wellbeing award
* Create an action plan for WAS
* Evaluate the impact and outcomes of the WAS process
* Signpost staff and parents to organisations and resources that can support their emotional health and wellbeing
* Where possible, work with outside agencies to improve and develop emotional health and wellbeing across the community



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|  |  | Create a strategy /oremotional wellbeing and mental Health |  |
| The school has a positiveculture which regards the emotional wellbeing and mental Health as the responsibility of all | Theme 2:Understanding the importance of emotional wellbeing and mental Health | Plan and deliver awarenessraising activities for staff, pupils and parents. | All stakeholders will have anUnderstanding of what wellbeing means and a deeper understanding o/ mental Health issues. |
|  | Theme 3: Understanding my role in promoting emotional wellbeing and mental healththeme 4: Ensuring theft emotion6tl wellbeing and ment6tl health is seen his the responsibility of oiltheme !3: encouraging people to talk about mental health issues |  | Staff and parents will feel confident recognising emotional Health issues and responding appropriatelyPupils, parents and staff will accept and understand that positive mental Health and wellbeing is the responsibility of all |
|  |  |  | Mental Health discussions and issue that our pupils, parents and staff face are free from stigma |
|  |  |  | Links with the whole school community will drive the vision forward |
| The School actively promotesstaff emotional wellbeing and mental Health | Theme 6. Supporting staffemotional wellbeing and mental Health | A budget will be allocated forstaff wellbeing in order to promote mental health and wellbeing in the workplace | Staff will work in anenvironment that is built onrespect and empathy. |
|  |  | Appraisal policies and procedures which specifically support the emotional wellbeing of staff will be considered | Ensure there is a culture of’open door’.Staff will be able to work in an environment that looks after their physical wellbeing |
|  |  | SLT and phase meetings willinclude a wellbeing focusFeedback and evaluations will take place regularly to ascertain the needs of stayStay wellbeing check ins will be completed regularly | Stay will be provided with a place to explore wellbeing through the appraisal systemMental Health will be talked about openly thus reducing the stigma surrounding it |

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| The school prioritisesprofessional learning and staff development on emotional wellbeing and mental Health | Theme 7: Promotingprofessional development and training for emotional wellbeing | Stay development onemotional wellbeing and mental Health will be included in the School Improvement Plan | Stay will have a more indepth knowledge around mental Health needs in order to respond appropriately |
|  | theme 8: Ensuring confidence and capacity among stay in addressing emotional wellbeing and mental Health | Skills audits will take place and any gaps in knowledge planned /or | Senior leaders will have a clear understanding of staff CPD and plan for it, therefore, increasing staffconfidence |
|  | theme 9: Identifying mental health issues | School will deliver a programme of CPD for all staff |  |
|  |  | School will target specific CPD to staff in cases where this is needed |  |
| The school understands thedifferent types of emotional and mental Health needs across the whole-school community and has systems in place to respond appropriately | Theme 9: identifying andacting on mental Health issuesTheme 10: Supporting pupil emotional wellbeing and mental Health | All staff and pupils willcomplete regular check ins that include wellbeing focus and concerns acted uponSchool will work with external agencies or services ensuring information sharing processes are in place | Issues will be identified andinterventions delivered willsupport pupil’s mental Health.A referral process will enable targeted support to be used early and impact positively on mental Health and wellbeing issues |
|  |  | A range of mental health and wellbeing support interventions will be in place | A graduated response will ensure that support is directed at the appropriate level |
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|  |  | SEMH pupils will be clearly identified on the SEND register and their provision recorded on provision map |  |
|  |  |  Signposting list created to share with staff and parents and pupils where appropriate |  |
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| The school activity seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental Health | Theme 12: Engaging the whole-school community in emotional wellbeing and mental Health issues | The views of staff, pupils and parents will be surveyed at regular intervalsFamily courses and sessions will be provided by the schoolAll members of the school community will take part in the mental health andwellbeing events held atschool | School will have a clear understanding of the needs of its pupils, parents and staff. |
| The school works inpartnership with other schools, agencies and outside specialist services to support emotional wellbeing and mental Health |  | Learning mentors attendWellbeing forums. SENDCo and Learning Mentor meetings to share good practice of wellbeing and mental Health support | The school will have a strongnetwork with other schools and agencies to share approaches to outstanding mental health support for a/T stakeholders. |
|  | A list of agencies and services will be created and shared with staff and parents via the school website. |  |