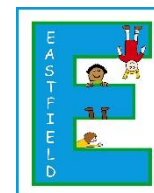


Eastfield Primary School Wellbeing Strategy



Our strategy looks at the areas of wellbeing and mental health that we believe can make the most difference to our staff, pupils, parents and governors 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, reflective of our core value of care.

Vision Statement

At Eastfield primary we are committed to promoting positive wellbeing for all our pupils, staff and families. We understand *wellbeing* as a state of being comfortable, healthy and happy. We will promote the message that mental health is “everyone's business” across the whole school community. We are developing a whole school approach, to supporting good mental health, putting wellbeing at the heart of our school to ensure successful learning.

GOALS	THEME	To achieve this	Outcomes
Objective One – The whole school is committed to promoting emotional wellbeing and mental health and achieving the Wellbeing Award for Schools	Theme 1: Informing children and adults about the award	What we have done: Introduced the award to all stakeholders and gained the commitment of the Head Teacher and Chair of Governors Enlisted a Change team to include a variety of staff,	School governors, all staff, pupil and parents have a deeper understanding about the Wellbeing Award for Schools (WAS) and are committed to embracing change for positive outcomes of

		<p>pupils, a parent and governor across the school community</p> <p>Completed a school audit and evaluated where we stand with supporting mental health and wellbeing for staff, pupil and parents</p> <p>Created an action plan for the process and monitoring it at regular stages</p> <p>What we are doing: Monitoring and reviewing the action plan at regular stages.</p>	<p>support for mental health and wellbeing</p>
<p>Objective Two – The school has a clear vision and strategy for promoting and protecting wellbeing and mental health, which is communicated to all involved with the process</p>	<p>Theme 2: Understanding the importance of emotional wellbeing and mental health</p>	<p>What we have done: Created a vision statement that embeds our desired outcomes</p> <p>Created a strategy for emotional wellbeing and mental health</p>	<p>The whole school community understands the vision and strategy</p> <p>The school's provision for supporting wellbeing and mental health has been enhanced</p> <p>All staff involved in working with children within the</p>

		<p>Approved the strategy with the Senior Leadership team (SLT)</p> <p>Reviewed our provisions and how we currently support wellbeing and mental health.</p> <p>Included in our action plan any gaps in provision to address concerns with emotional wellbeing and mental health.</p> <p>Audited school policies to ensure they connect with the school's work on emotional wellbeing and mental health.</p> <p>Raised awareness of issues around mental wellbeing, promoting talking about feelings and reducing the stigma</p> <p>Reviewed relevant risk factors</p> <p>Shared our strategy with the whole school community</p>	<p>school community have a clear understanding of how to support children's wellbeing and mental health</p>
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		<p>Supporting & monitoring the wellbeing and mental health of pupils through daily check-ins and reviewing vulnerable children in the weekly Safeguarding & Inclusion meetings</p> <p>What we are doing:</p> <p>Working to improve communication with parents through SIMS app.</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 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>What we have done:</p> <p>All stakeholders have had the chance to voice their views through the evaluations</p> <p>Additional staff wellbeing and workload feedback forms have been completed</p> <p>All staff have been trained in emotion coaching, restorative justice and the emotional literacy</p>	<p>All stakeholders have a clearer understanding of what mental wellbeing means and a knowledge of mental health issues</p> <p>An environment has been created where everyone accepts and understands that positive mental health and wellbeing is the responsibility of all</p> <p>Any stigma around mental health will be eliminated</p>

		<p>programme Zones of Regulation (Zones)</p> <p>All staff meet and greet children daily</p> <p>Teaching staff 'restorative check in' with children daily</p> <p>Student voice post box available in each classroom to raise ideas / voice with school council</p> <p>The head teacher checks-in with staff on a weekly basis</p> <p>The Chair of Governors checks- in with the Head teacher</p> <p>Children and staff are encouraged to talk about how they are feeling using colour coded picture cards in Zones</p> <p>All school staff wear a Zones lanyard to aid discussion about emotional wellbeing</p>	<p>Children, staff, governors, parents and carers will be more comfortable talking about how they are feeling</p>
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		<p>Developed a system to record concerns around wellbeing and safeguarding on Edukey and behaviour related to social, emotion and mental health concerns on SIMS</p> <p>Delivering raising awareness activities for governors, staff, pupil and parents</p> <p>Ensuring the whole school community knows their role in promoting and protecting mental wellbeing</p> <p>What we are doing:</p> <p>Continuing to encourage pupils, staff, governors and parents to be comfortable talking about how they are feeling</p>	
<p>Objective Four - The School actively promotes staff emotional</p>	<p>Theme 11: Supporting staff emotional wellbeing and mental health</p>	<p>What we have done: Weekly check-ins with staff</p>	<p>Staff feel more valued and have a greater sense of their own wellbeing in the workplace</p>

wellbeing and mental health		<p>Appraisal specifically supports the emotional wellbeing of staff</p> <p>We have an Employee Assistance Service</p> <p>All staff have had the chance to voice their views through the evaluations</p> <p>An 'open door' policy to phase leaders and senior leaders</p> <p>What we are doing:</p> <p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff</p>	<p>An environment has been created where mental health is openly talked about subject, therefore the stigma around mental health will be less</p> <p>Staff are provided with a space to explore their emotional wellbeing within the schools appraisal systems</p>
<p>Objective Five</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</p>	<p>What we have done:</p> <p>Finances through the school budget have been set aside for staff wellbeing and mental health support and training</p> <p>The school uses Edukey to</p>	<p>School has a procedure for dealing with any mental health or wellbeing concerns</p> <p>Staff and governors have gained a greater depth of knowledge around mental</p>

	<p>emotional wellbeing and mental health</p> <p>Theme 9: Identifying mental health issues</p>	<p>record concerns around mental health or safeguarding for all pupils, parents and staff</p> <p>Staff training on how to teach the children about wellbeing and mental health through the RSE curriculum</p> <p>All staff have been trained in emotion coaching and restorative practice</p> <p>All staff have been trained in behaviour management by Pivotal Education</p> <p>The school has developed two qualified level 3 Pivotal Instructors</p> <p>The school has developed two qualified adult mental health first aiders</p> <p>The school has two members of staff completing a masters level qualification in Leading Mental Health with Wolverhampton university</p>	<p>health needs and be able to respond appropriately</p>
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		<p>and the Educational Psychology Team</p> <p>The school has a member of staff who has completed a link training programme with the Anna Freud Centre to support children's mental health</p> <p>Staff completed a programme of staff professional development and training on emotional wellbeing with Outreach - the WELL programme</p> <p>What we are doing: Continuing a programme of staff professional development and training on social emotional & mental health (including positive behaviour for learning).</p>	
<p>Objective Six The school understands the different types of emotional and mental</p>	<p>Theme 8: identifying and acting on mental health issues</p>	<p>What we have done: School has developed a pathway of support for social, emotional and</p>	<p>School know who the vulnerable children and adults are in the school</p>

<p>health needs across the whole-school community and has systems in place to respond appropriately</p>	<p>Theme 10: Supporting pupil emotional wellbeing and mental health</p>	<p>mental health needs based on the Wolverhampton Getting it Right pathway, working in partnership with the Educational Psychology Team</p> <p>School provides a range of emotional health interventions for pupils</p> <p>The school has two adult mental health first aiders</p> <p>School is networking with outside agencies and services, ensuring an information sharing process is in place</p> <p>School regularly signposts to referral services, including, social care, NHS and CAMHs</p> <p>All staff are able to identify and respond to signs of emotional or mental distress in pupils and each other</p> <p>What we are doing:</p>	<p>environment and support is given</p> <p>A graduated and tiered approach is in place to match support around individual needs</p> <p>School has a clear idea of the emotional needs of its pupils, parents and staff, interventions facilitate any needs across the school.</p> <p>Signpost and agency services will be visual for all stakeholders, these will be shown on the school website and noticeboards</p>
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		<p>Pupils and staff will complete regular mental health screening questionnaires to raise any concerns and these will be acted upon appropriately</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>What we have done: School have created a communication plan to ensure regular communications around wellbeing are disseminated in the school environment via various means</p> <p>The views of governors, staff, pupils and parents will take place on regular intervals to gain an insight into ongoing needs for wellbeing and mental health</p> <p>School has created a video for the website to raise awareness of mental health needs</p>	<p>Communication has improved across the school community</p> <p>Evaluations will take place on regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders</p>

		<p>Wellbeing champions will be created as part of the following roles:</p> <p>School council (AG)</p> <p>Peer Supporters (HB)</p> <p>Digital Ambassadors (JH)</p> <p>In addition, there will be staff wellbeing champions</p> <p>What we are doing:</p> <p>Parents views and contributions will continue to be actively sought</p>	
<p>Objective Eight</p> <p>The school works in partnership with other schools, agencies and available specialist services to support 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>What we have done:</p> <p>The school has created networks with other schools to share good practice of wellbeing and mental health support</p> <p>School has enlisted key staff to represent the school at mental health forums, they are sharing information and new learning with the school staff</p> <p>The school actively lead early help assessments, where necessary, working</p>	<p>The school has a strong network with other schools in Wolverhampton to share good practice around mental health and wellbeing</p> <p>School has strong links with outside services and agencies, 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</p>

		<p>in partnership with external agencies to address unmet needs of the child / family</p> <p>The school is participating in local commissioning arrangements such as, CAMHs, Educational Psychology Team, Inclusion Support Team, Strengthening Families Team and NHS Health services</p> <p>What we will do: The school will continue to gain feedback from its partnerships and ongoing future arrangements will be made</p>	<p>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 take part in future commissioning projects and gain feedback from all stakeholders of any needs for future services</p>
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