

High Bank School Well-being Strategy 2022



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.

Strategic overview

To implement the above vision, High Bank School have a Family and Pupil Well being lead who is also the Mental Health Lead. This is funded through pupil premium funding. At High Bank School mental health and wellbeing is everybody's business.

Vision Statement

We promote a caring, supportive environment in which each individual is valued and respected. We have high expectations for all and aspire to achieve excellence.

High Bank JIN School recognises that all children and young people need the foundation of positive mental health to benefit fully from all of the opportunities available to them.

At High Bank JIN School the promotion of positive mental health for children and young people is everyone's business

The mental health of children and young people, adults in schools, parents and carers and the wider whole school community will impact on all areas of development, learning, achievement and experiences.

All children and young people have the right to be educated in an environment that supports and promotes positive mental health for everybody. School have a central role to play in enabling their pupils to be resilient and to support good mental health and wellbeing.

High Bank JIN School recognises these needs and rights. It is committed to raising awareness, increasing understanding and ensuring that all schools can and do make a difference by providing a place where all children and young people feel safe, secure and able to achieve and experience success and well-being.

All schools should offer a learning environment that promotes and enhances positive mental health. A consistent approach means that the school environment and school ethos all promote the mental health of the whole school community

Goals	Theme	What we will do to achieve this	Desired outcomes
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<p>Objective One – The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award</p>	<p>Theme 1: Providing information about the award</p>	<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 – Swot analysis</p> <p>Create an action plan for the process and monitor it at regular stages</p>	<p>All staff, pupil and parents we 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>
<p>Objective Two – The school has a clear vision and strategy for promoting and protecting</p>		<p>A vision statement will be created that embeds our desired outcomes Include into our action plan any reviews and gaps in provision and address these</p>	<p>The whole school community will understand the vision and embrace any learning around this by committing to the strategy</p>

<p>emotional wellbeing and mental health, which is communicated to all involved with the process</p>		<p>Share our strategy with the whole school community</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</p> <p>Take into account risk factors by completing sociogram and pyramid of need. Share at staff meeting.</p> <p>Create a strategy for emotional wellbeing and mental health</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</p>	<p>Deliver raising awareness activities for staff, pupil and parents and make a record of these events, whilst taking all stakeholders voices as evaluations</p> <p>This will be done through</p> <ul style="list-style-type: none"> • Themed weeks and events • Parent workshops • CPD for Staff • Appointment of Learning mentor • Coaching programme • Mental Health Warriors • Anti-stigma activities to be completed 	<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>School will be able to facilitate learning gaps around mental health and wellbeing</p> <p>An environment will be created where everyone accepts and understands that positive mental</p>
	<p>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>health and wellbeing is the responsibility of all</p> <p>We have created an environment that releases the stigma around mental health</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>SLT will create a Wellbeing policy for staff</p> <p>Staff will be offered supervision within the school through coaching or through appropriate services</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff</p> <p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff</p>	<p>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace</p> <p>An environment will be created where mental health is openly 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>Regular staff wellbeing questionnaires will be completed yearly and the results from these analysed</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 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 part of the School improvement plan</p> <p>School will deliver a program of mental health workshops for all staff across the school community, this will include SLT, Teachers, Teaching Assistants and parents</p> <p>School will regularly assess the confidence among staff in responding appropriately to mental health concerns</p> <p>School will create a graduated approach to supporting the children's mental health and well being with support from Mental health and well being lead in school.</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, 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</p>
<p>Objective Six The school understands the</p>	<p>Theme 8: identifying and</p>	<p>All pupils and staff will complete regular mental health screening questionnaires</p>	<p>School will have a clear idea of the emotional needs of its pupils, parents and staff, interventions</p>

<p>different types of emotional and mental health needs across the whole-school community and has systems in place to respond appropriately</p>	<p>acting on mental health issues</p> <p>Theme 10: Supporting pupil emotional wellbeing and mental health</p>	<p>to raise any concerns and these will be acted upon appropriately</p> <p>School will network with any outside agencies or services, ensuring an information sharing process is in place</p> <p>A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the borough</p>	<p>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.</p> <p>School will know who the vulnerable children and adults are in the school environment and support will be given</p> <p>Signpost to agency services will be visual for all stakeholders, these will be shown on the school website and newsletters</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 take place on regular intervals to gain an insight into ongoing needs for wellbeing and mental health</p> <p>Offer a parent workshop, to raise awareness of mental health needs of families</p> <p>Mental Health Warriors will be trained and will deliver raising awareness</p>	<p>School will have a clear understanding of the emotional needs of its staff, pupils and parents</p>

		<p>activities and assemblies to pupils and staff</p> <p>School will 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>Mental Health Warriors will be the face and drive for positive wellbeing across the whole school community</p> <p>All stakeholders will understand the communication policy and adhere to it, this will provide excellent communications 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>
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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 continue to work with Stronger together and Summers Hub 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>Mental Health Lead will continue to attend Network at Northorpe Hall .</p> <p>The school will participate with local commissioning arrangements such as,</p>	<p>The school will have a network with other schools 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 continuous trained in the mental health field and will attend any mental health forums to keep up to date with</p>
		<p>CAMH, Educational Psychologists, teams, behaviour support and Public Health services</p> <p>The school will gain feedback from its partnerships of work and ongoing future arrangements will be made</p>	<p>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>

