



**St Robert Southwell Catholic Primary School**

*Aiming for Excellence - Being the Best We Can Be*

## **Wellbeing and Mental Health Strategy 2019-2021**

### **Vision Statement**

Our School vision is "*Aiming for Excellence - Being the Best We Can Be*".

As wellbeing is a priority of the school, the school endeavours to:

*To Support everyone's wellbeing and mental health, so that they can be the best they can be, are happy together, resilient, ready to learn and succeed*

- *Empowering everyone in the community to be emotionally literate*
- *Enabling stakeholder to develop strategies to manage their emotional well-being and mental health.*

St Robert Southwell, we aim to promote positive mental health for every child, parent / carer and staff. We pursue this using both universal, whole school and specialised approaches for identified vulnerable pupils and families.

To complement this as part of our commitment to wellbeing of our children, staff and stakeholders, we are on a journey to work towards achieving a national award called Wellbeing Award for Schools.

It is an award that recognises a school's efforts to promote and protect positive emotional wellbeing and mental health education and support. The award requires us to develop an action plan to consciously recognise what we currently do and offer additional opportunities to support and promote mental health and wellbeing. I am leading the process and the 'Change Team' to help embed and promote positive mental health and wellbeing across the school community.

### **Strategic Overview**

To implement the above vision, the Head teacher and Governors committed to appointing our EYFS Lead, Mrs Cathy Keville to the role of designated lead for Mental Health and Wellbeing commencing September 2019. The Mental Health and Wellbeing lead will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents. She is substantively supported in this role by the Headteacher and SLT, and all will further be supported by the Change Team.

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The Wellbeing Lead is to include the following into their role:

- To lead 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
- Creating and delivering bespoke staff training on wellbeing and mental health
- Leading the CHANGE TEAM, to drive positive wellbeing across the whole-school community
- Engage parents and promote family wellbeing
- Where possible, work with other agencies to further improve and develop emotional health and wellbeing across the school community.

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.	<ul style="list-style-type: none"><li>• Introduce the award to all stakeholders, gain commitment of the Headteacher and Chair of Governors.</li><li>• Enlist a change team to include a variety of staff, pupils, parents and Governors across the school community.</li><li>• Audit and evaluate where we stand with supporting mental health and wellbeing for staff, pupil and parents.</li><li>• Create an action plan for the process and monitor it at regular stages.</li></ul>	<ul style="list-style-type: none"><li>• All staff, pupils and parents to have a deeper understanding the WAS process.</li><li>• Be fully committed to embracing change for positive outcomes of support for mental health and wellbeing.</li></ul>

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<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>		<ul style="list-style-type: none"><li>• A vision statement will be created that embeds our desired outcomes.</li><li>• Include into our action plan any reviews and gaps in provision and address these - Share our strategy with the whole school community.</li><li>• Approve the strategy with the SLT team.</li><li>• We will review our provisions and how we currently support wellbeing and mental health.</li><li>• Take into account risk factors for pupils and complete mental health screening as appropriate or as requested.</li><li>• Create a strategy for emotional wellbeing and mental health</li><li>• Ensure the school policies are in line with the school's vision on EWMH.</li></ul>	<ul style="list-style-type: none"><li>• The whole school community will understand the vision and embrace any learning around this by committing to the strategy.</li><li>• The whole school community will play a part in creating the vision and will be included in the action plan.</li><li>• The school's provision for supporting wellbeing and mental health will be greatly enhanced.</li><li>• All staff involved in working with children within the school community will have a clear understanding of the risk factors for vulnerable pupils.</li><li>• Policies reflect the schools EWMH vision.</li></ul>
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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. Theme 3: Understanding my role in promoting emotional wellbeing and mental health. Theme 4: Ensuring that emotional wellbeing and mental health is seen as the responsibility of all. Theme 5: Encouraging people to talk about mental health issues.</p>	<ul style="list-style-type: none"><li>• Deliver raising awareness activities for staff, pupil and parents and make a record of these events.</li></ul>	<ul style="list-style-type: none"><li>• All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues.</li><li>• Staff and parents will be able to recognise emotional health issues and respond appropriately.</li><li>• School will be able to facilitate learning gaps around mental health and wellbeing.</li><li>• An environment will be created where everyone accepts and understands that positive mental health and wellbeing is the responsibility of all.</li><li>• We have created an environment that releases the stigma around mental health.</li><li>• Links with the whole school community and stakeholders will drive the schools vision forward.</li></ul>
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<p>Objective Four - The School actively promotes staff emotional wellbeing and mental health.</p>	<p>Theme 6 Supporting staff emotional wellbeing and mental health.</p>	<ul style="list-style-type: none"><li>• A budget will be created for staff in order to positively promote mental health and wellbeing in our workplace.</li><li>• Appraisal policies and procedures will specifically support the emotional wellbeing of staff.</li><li>• Feedback and evaluations will take place regularly to gauge the wellbeing needs of staff.</li><li>• Regular staff wellbeing questionnaires will be completed every 2 years and the results from these analysed.</li></ul>	<ul style="list-style-type: none"><li>• Finances through the school budget will be set aside for staff wellbeing activities and resources.</li><li>• Staff will be provided with a space to explore their emotional wellbeing within the school appraisal systems.</li><li>• An environment will be created where mental health is an openly talked about subject, therefore the stigma around mental health will be less.</li></ul>
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<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. Theme 8: Ensuring confidence and capacity among staff in addressing emotional wellbeing and mental health. Theme 9: Identifying mental health issues.</p>	<ul style="list-style-type: none"><li>• Staff development on emotional wellbeing and mental health will become part of the School Development plan.</li><li>• Skills audits will take place and any gaps in knowledge will be filled with mental health training, both for short and long term progress.</li><li>• School will deliver a programme of mental health training for all staff across the school community, this will include SLT, Teachers and Teaching Assistants.</li><li>• School will regularly assess the confidence among staff in responding appropriately to mental health concerns.</li><li>• School will ensure all staff are trained to use CPOMS.</li></ul>	<ul style="list-style-type: none"><li>• Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately.</li><li>• Senior leaders within the school will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training for all staff; this will enable staff to manage pupils with mental health needs in the classroom and school environment.</li><li>• School will facilitate staff wellbeing needs, whilst improving productivity within the work place.</li><li>• School will have procedures for dealing with any mental health or wellbeing concerns.</li></ul>
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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 9: Identifying and acting on mental health issues. Theme 10: Supporting pupil emotional wellbeing and mental health.</p>	<ul style="list-style-type: none"><li>• All pupils and staff will complete regular mental health questionnaires to raise any concerns and these will be acted upon appropriately.</li><li>• School will network with any outside agencies or services, ensuring an information sharing process is in place.</li><li>• School will provide a range of emotional health interventions for pupils and parents. Regular feedback and evaluations will take place to ensure good practice and positive outcomes.</li><li>• EMH pupils will be clearly identified as such on the SEND register and their provision recorded on the school's provision map each term. Such pupils will also feature each term in PPM.</li><li>• A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the borough.</li></ul>	<ul style="list-style-type: none"><li>• 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.</li><li>• A tiered approach will be in place to match support around individual needs, including referral to CAMHS for Tier 3+ support.</li><li>• School will know who the vulnerable children and adults are in the school environment and support will be given.</li><li>• Signpost and agency services will be visual for all stakeholders, these will be shown on the allocated section for mental health and wellbeing on the school website.</li></ul>
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<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 11: Engaging the whole-school community in emotional wellbeing and mental health issues.</p>	<ul style="list-style-type: none"><li>• The views of staff, pupils and parents will take place at regular intervals to gain an insight into ongoing needs for wellbeing and mental health.</li><li>• Create a bespoke parent workshop, to raise awareness of what is meant by the terms 'wellbeing' and mental health and how to promote both positively.</li><li>• All members of the school community, children, staff, parents and governors to be fully involved in the national 'Mental Health' weeks that take place each year.</li><li>• Regular feedback questionnaires will take place to evaluate the school approaches to mental health and wellbeing.</li><li>• Develop the website to ensure up to date resources are accessible.</li></ul>	<ul style="list-style-type: none"><li>• School will have a clear understanding of the emotional needs of its staff, pupils and parents.</li><li>• Evaluations will take place on regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders.</li></ul>
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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>		<ul style="list-style-type: none"><li>• The school will create networks with other schools to share good practice of wellbeing and mental health support</li><li>• A list of agencies and services will be created and shared with staff and parents via the school website.</li><li>• School will enlist key staff to represent the school at mental health forums. They will share this information and new learning with the school staff.</li><li>• The school will participate with local commissioning arrangements such as, CAMHs, Educational Psychologists, teams, behaviour support and Public Health services.</li><li>• The school will gain feedback from its partnerships of work and ongoing future arrangements will be made.</li></ul>	<ul style="list-style-type: none"><li>• The school will have a strong network with other schools in and outside of the borough to share approaches around outstanding mental health and wellbeing support for all stakeholders. School will have strong links with outside services and agencies, therefore creating an effective referral process.</li><li>• 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.</li><li>• School will continuously take part in future commissioning projects and consistently gain feedback from all stakeholders of any needs for future services.</li></ul>
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