



Beaufort Mental Health and Emotional Wellbeing Strategy 2020/2021

Foreword

Our strategy considers the areas of mental health and wellbeing that we believe can make the most difference to our staff, pupils, and parents in our school community. Our aim is to ensure that all stakeholders are able to maintain positive mental health and wellbeing, for best possible outcomes in life, no matter what the circumstances are.

Strategic overview

To implement the above vision, the Head teacher and Governors committed to the employment of a Wellbeing Leader in September 2017. This is funded through pupil premium funding. The Wellbeing leader will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

Vision Statement

At Beaufort, we seek to inspire, motivate, and nurture our school community to aspire, believe and achieve. By working effectively in partnership with parents, we support the whole child with a focus on their mental health and emotional wellbeing, in a safe environment, providing a positive foundation to foster a lifelong love of learning. We provide each child with opportunities to embrace challenges through an exciting, creative, and personalised curriculum, supporting them on their individual learning journey. By striving for excellence, we instil in our children aspirations to be outstanding achievers and successful, global citizens.

Wellbeing Team (Wellbeing co-ordinator, Family Link Worker, Inclusion Leader) is to include the following into their role:

- Leading the CHANGE TEAM, to drive positive wellbeing across the whole school community
- Engaging parents and promoting family wellbeing
- Delivering bespoke staff training on wellbeing and mental health
- 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

Goals	Theme	What we will do to achieve this	Desired outcomes
<p>Objective 1:</p> <p><i>The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award</i></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</p> <p>Create an action plan for the process and monitor it at regular stages</p>	<p>All staff, pupil and parents 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 2:</p> <p><i>The school has a clear vision and strategy for promoting and</i></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. The whole school community will play a part in creating the vision</p>

<p><i>protecting emotional wellbeing and mental health, which is communicated to all involved with the process</i></p>		<p>Create a strategy for mental health and emotional wellbeing</p> <p>Approve the strategy with the SLT team</p> <p>Share our strategy with the whole school community</p> <p>We will review our provision and how we currently support wellbeing and mental health</p>	<p>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>Objective 3:</p> <p><i>The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility of all</i></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>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>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>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>An environment will be created where everyone accepts and understands that positive mental health and wellbeing is the responsibility of all</p> <p>We aim to create an environment where mental health is openly talked about, and in doing so also reduce the stigma that can be associated with mental health.</p> <p>Links with the whole school community including, the Trust, before and after school club and all stakeholders will drive for the school's vision forward</p>
<p>Objective 4:</p> <p><i>The School actively promotes staff emotional wellbeing and mental health</i></p>	<p>Theme 11: Supporting staff emotional wellbeing and mental health</p>	<p>The school will create a Wellbeing policy for staff.</p> <p>Key staff access supervision (as appropriate and recommended) according to their role.</p> <p>A budget will be created for staff wellbeing along with planned wellbeing workshops for staff</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff</p>	<p>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace</p> <p>Team building will be created through staff wellbeing workshops</p> <p>We aim to create an environment where mental health is openly talked about, and in doing so also reduce the stigma that can be associated with mental health.</p>

		<p>Feedback will be shared weekly in staff bulletin.</p> <p>Regular staff wellbeing questionnaires will be completed and the results from these analysed</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>Objective 5:</p> <p><i>The school prioritises professional learning and staff development on emotional wellbeing and mental health</i></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 become part of the School Development Plan</p> <p>School will ensure TaMHS training delivered across the school community.</p> <p>School will regularly assess the confidence among staff in responding appropriately to mental health concerns</p> <p>Where there are concerns around mental health or safeguarding concerns for pupils a register will be kept of children who have benefitted from ELSA referral</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</p> <p>All staff to access regular TaMHS training. enabling them to support pupils within the school environment</p> <p>School will facilitate staff wellbeing needs, whilst improving productivity within the work place</p> <p>School has provision to support children presenting with mental health or wellbeing concerns.</p>

<p>Objective 6:</p> <p><i>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</i></p>	<p>Theme 8: identifying and acting on mental health issues</p> <p>Theme 10: Supporting pupil emotional wellbeing and mental health</p>	<p>School will provide a wide range of emotional health interventions for pupils and signposting for parents, with regular communication to ensure best practice.</p> <p>School will continue to network with all and any appropriate outside agencies or services.</p> <p>SEN register will continue to be updated regularly and shared with key staff with <i>All About Me</i> profiles for SEN children and others identified with additional needs.</p>	<p>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</p> <p>A tiered approach will be in place to match support around individual needs, including signpost procedure for tier 4 support</p> <p>School will know who the vulnerable children are in the school environment and support will be given</p> <p>Signpost to services will be visual for whole school community through a combination of staff notice boards, newsletters Family Hub, Stepping Stones and the office.</p>

<p>Objective 7:</p> <p><i>The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health</i></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 mental health and emotional wellbeing</p> <p>The school share all CAHMs and other service information to both raise awareness about mental health and offer practical support such as tools and resources.</p> <p>Wellbeing lead to deliver raising awareness 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 (school website, Hot Topic in parent newsletter, Staff bulletin)</p> <p>Regular feedback questionnaires will take place to evaluate the schools approaches to mental health and wellbeing</p>	<p>School will have a clear understanding of the emotional needs of its staff, pupils and parents</p> <p>On receipt materials are evaluated and if appropriate communicated in a timely fashion through SCOPay (parent mail)</p> <p>Wellbeing Lead will be the face and drive for positive wellbeing across the whole 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>Objective 8:</p> <p><i>The school works in partnership with other schools, agencies and</i></p>		<p>The school will create networks with other schools to share good practice of wellbeing and mental health support</p>	<p>The school will have a strong network within the Swan Trust and other schools in and outside of the borough to share approaches around outstanding</p>

<p><i>available specialist services to support emotional wellbeing and mental health</i></p>		<p>A directory of agencies and services will be created and shared with staff and parents</p> <p>School will encourage staff to represent the school at mental health forums, they will share this information and new learning with the school staff at staff meetings for class teachers followed up by dissemination of materials on the school network (staff alerted to new additions via the staff weekly bulletin)</p> <p>The school will continue to work with CAHMs, Public Health services and all/any other appropriate external services to enable provision of excellent mental health and wellbeing support for the whole school community.</p>	<p>mental health and wellbeing support for all parties. School will have strong links with outside services and agencies.</p> <p>Mental health and Emotional wellbeing training will be a key part of the Continuous Professional Development for all staff.</p> <p>School will use evaluation to gain feedback from all stakeholders of any needs for further or future services.</p>
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