



Beths Emotional Wellbeing and Mental Health Strategy

Vision:

Beths will aim to ensure:

- Staff/pupils/parents/carers are aware of EW/MH issues and warning signs
- Staff/pupils/parents/carers know where they can go to access support for themselves or others
- Pupils' and staffs' wellbeing will be assessed annually and appropriate interventions offered
- It works together with its partners to achieve the optimum EW/MH support for the whole school community

How this will be achieved:

For the whole school community –

1. An Emotional Wellbeing and Mental Health Policy
2. A Counselling Policy
3. A 'Wellbeing' section on the Beths website
4. Flow charts showing staff, pupils and parents how to access EW/MH support
5. Appointment and use of 'Wellbeing Champions' from the whole school community
6. Wider liaison with local commissioning groups, local partners, local health forums and other schools

For pupils:

1. A member of the Wellbeing Team to attend Student Council Meetings
2. Noticeboards around school to provide EW/MH information and resources
3. A pupil area within the new 'Wellbeing' section on website to provide EW/MH information and links
4. A flow chart within the pupil area of the new 'Wellbeing' section on website detailing how to access EW/MH support
5. Four additional rewards each year to reflect the school values of 'Excellence', 'Community', 'Respect' and 'Nurture' (to redress the balance between sporting and academic awards)
6. EW/MH needs to be assessed annually, a range of interventions offered and where appropriate information shared with other members of staff
7. Regular assemblies, PSHE and form time set aside to improve knowledge/awareness of EW/MH and any difference (including IEN)
8. Connect Club to provide a safe place for pupils to share any concerns with Wellbeing Champions and/or school counsellors



For staff:

1. The appraisal process to be reviewed to include staff member's EW/MH and 360 degree feedback
2. HR systems and communication channels to be reviewed
3. Stress management/positive wellbeing interventions (e.g. Friday Fit Club and social events)/reward systems to be promoted/introduced
4. Significant funds allocated and monitored to EW/MW annually
5. Twilight workshops to be run to increase staff confidence in tackling EW/MH concerns
6. All managers to receive Wellbeing Training
7. Staff noticeboard to provide EW/MH information and resources
8. A 'Wellbeing' section in the weekly staff bulletin to promote wellbeing intervention and provide links to external organisations supporting EW/MH
9. A flow chart within the staff area of the new 'Wellbeing' section on website to show the process if concerned about any pupil's or colleague's EW/MH
10. Wellbeing be assessed annually and appropriate interventions offered
11. Links to be maintained with outside agencies in order pupils may be referred for external specialist EW/MH support
12. Work together with other schools to share best practice and new learning
13. Wellbeing Lead to attend local mental health forums and participate in local commissioning arrangements

For parents/carers:

1. A comprehensive induction evening for year 7 parents/carers
2. A series of parent/carer workshops, including how to support their child's EW/MH issues/needs
3. A parent/carer area within the new 'Wellbeing' section on website to provide links to external organisations supporting young people's EW/MH
4. A flow chart within the parent/carer area of the new 'Wellbeing' section on website to show how they can access appropriate support for their child
5. Regular assemblies, PSHE and form time set aside to improve knowledge/awareness of EW/MH and any difference (including IEN)
6. Four additional rewards each year to reflect the school values of 'Excellence', 'Community', 'Respect' and 'Nurture' (to redress the balance between sporting and academic awards)