



# Whole School Wellbeing Policy

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## Document history

Issue 1:           New policy from a School Bus model

## **1 Statement of Intent**

At Hollingworth Primary School, we take the emotional health and wellbeing of our pupils and staff very seriously. Our ethos is a caring one, which develops respect, self-esteem and gives a voice for all. Our school is committed to providing a caring and supportive environment for all staff and we recognise the importance of staff welfare. We promote a supportive and inclusive ethos, which values parental/carer involvement and contribution. This policy outlines the ways in which we, as a school care for and nurture the emotional wellbeing of our pupils and staff.

## **2 Our Aim**

We aim to be a school, which:

- Creates an enthusiastic and engaged learning community who will achieve their full potential.
- Develops the whole child
- Aspires to be at the heart of our community

We aim to be a school where:

- Teaching and learning is personalised, creative, challenging and fun
- A sense of mutual respect, care and responsibility is shown for everyone in school
- Everyone in school feels safe, supported, valued and happy
- All staff are supported through existing policies, procedures, initiatives and through individual pastoral care and advice.

## **3 Rationale**

The emotional health and wellbeing of everyone in the care of Hollingworth Primary School is fundamental to our vision and our daily running. We believe it promotes school improvement and success in a multitude of ways:

- Pupils are more engaged with their learning
- Improved standards in all subjects
- More effective teaching
- Parents and carers more involved in school life and learning
- Pupils with high self-esteem and confidence
- Improved behaviour and attendance
- Fewer disengaged pupils
- Lower rates of persistent absence
- Positive and effective relationships between staff and with pupils
- Positive impact on recruitment

We believe that positive emotional health and wellbeing creates happier, motivated staff and pupils who strive to get the most out of life.

## **4 Promoting Emotional Health and Wellbeing**

The school promotes and strengthens the pupil voice through:

- A democratic process for the election of School Council representatives
- Regular School Council meetings
- Consulting pupils about change and policy development

The school promotes the involvement of parents and carers in the life and learning of the school through:

- Parent/carers meetings in the Autumn and Spring terms
- Having an 'open door policy'
- Parent questionnaires
- Regular consultation about change and development through questionnaires and special meetings
- Wellbeing, mindfulness, sports and theme days
- Involvement in school trips and extra-curricular activities
- Regular communication and involvement regarding pupil progress, behaviour and pastoral issues.

The school facilitates an enhanced environment for learning through:

- Improved school and classroom environment, facilities and resources
- Recognising the background of individual pupils and their physical, social and emotional needs
- Establishing clear rules, routines and expectations about behaviour for learning
- Encouraging positive, caring and constructive relationships

The school enhances pupil motivation and learning through:

- Consistent support for vulnerable children and those with SEND from learning support, teaching assistants and other agencies where appropriate.
- Celebrating successes and achievements in the classroom through dojo points, good work assemblies and weekly Star of the Week certificates given out in assemblies.
- An exciting and varied range of extra-curricular events and trips
- A balanced curriculum with opportunities for intellectual, physical and expressive development
- Recognising a range of learning styles
- Encouraging independence in learning
- Using a range of teaching styles appropriate to pupils' age, ability and level of maturity

The school enhances pupil self-esteem and personal development through:

- The Personal Development Curriculum which includes Citizenship and PSHE
- Information, advice and guidance on health and development
- A focus on Growth Mindsets
- An emphasis on praise and reward for effort
- Class rewards, dojo, stickers, positive comments
- Opportunities for reflection and spiritual development through art, literature, RE and Mindfulness

The school enhances staff motivation, learning and professional development through:

- Curricular planning time within the school week
- Whole school training events

- Pupil progress meetings held during the school day
- Access to appropriate external training and visits to specialists
- Involving all staff in decision making and proposed change
- Consultation in training and support needs through regular review
- Induction training and information for new staff
- Provide additional support at times of particular stress, change and/or difficulty
- Have a responsive and listening culture, reacting quickly to problems
- Maintain contact with staff when they are absent
- Provide opportunities for staff to socialise for all staff to relax and socialise together
- Opportunities to discuss with the Headteacher any issues of worry/concern

## **5 The Headteacher**

The Headteacher will:

- Ensure the provision of a healthy working environment
- Take responsibility for his/her work life balance and be aware of the role model they are setting for others.
- In collaboration with senior leaders, set positive role models
- Provide pastoral/welfare support for individual staff as required
- Ensure that all staff are treated in a fair, sensitive and confidential manner
- When issues arise, discuss options appropriate to the circumstances
- Support as far as possible any initiatives and recommendations in relation to staff welfare as advised by unions.

## **6 Monitoring/Review**

The Governors and Headteacher are committed to reviewing the impact of the Emotional Health and Wellbeing policy as part of the SIP. This policy should be used in conjunction with other policies, including, but not restricted to:

- Safeguarding and Child Protection
- Behaviour and Discipline
- Code of Conduct for Staff
- Anti-Bullying
- Health and Safety
- Healthy Eating
- Whistle Blowing Policy