

Aycliffe Community Primary School



A WHOLE SCHOOL POLICY FOR WELL BEING & MENTAL HEALTH

Signed:

Date: September 2022

Chair of Governors

Next Review Date: June 2023

Make a Difference Make a Difference Make a Difference Make a Difference

Aycliffe Community Primary School is a community where children's rights are learned, taught, practised, respected, protected and promoted. Pupils and the school community learn about children's rights by putting them into practice every day.

- **Article 28: Every child has the right to an education. Discipline in schools must respect children's dignity and their rights.**
- **Article 29: Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.**
- **Article 31: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.**
- **Article 13: Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.**
- **Article 17: Every child has the right to reliable information from a variety of sources, and governments should encourage the media to provide information that children can understand. Governments must help protect children from materials that could harm them.**

Purpose

Aycliffe Community Primary School provides a working environment where staff wellbeing is supported that enables staff to carry out their duties effectively. While staff are encouraged as individuals to look after their wellbeing, we carefully consider the impact of all school activities on wellbeing. We provide a culture where appraisal, coaching and supervision are valued as tools to promote wellbeing within the work place. Our school develops and maintains a positive health and safety culture through regular communication and consultation with staff, including our risk assessments in relation to COVID-19. We have an open culture in which mental, physical and emotional wellbeing is taken seriously and in which staff are supported in order that they may seek any help and support they need.

This policy applies to all staff employed at Aycliffe Community Primary School.

Objectives of this policy

- **Develop a healthy, motivated workforce who are able to deliver a high-standard of education to students**
- **Promote positive mental health and wellbeing in all staff and students**
- **Increase understanding and awareness of common mental health issues**
- **Provide support to staff working with young people with mental health issues**
- **Provide support to students suffering mental ill health and their peers and parents/carers.**
- **Provide staff with training to deal positively with stressful incidents, and provide them with sense of confidence to deal with emergencies via training**
- **Encourage staff as individuals to accept responsibility for their own mental, physical and emotional wellbeing**
- **Develop and maintain a positive health and safety culture through communication and consultations with staff on health and safety matters**
- **Develop an open culture in which mental, physical and emotional wellbeing is taken seriously and encourage staff to seek any help and support they need**

Roles

The governing body within Aycliffe School will:

- Ensure the development of the school's vision and including the development of the school's core values, along with the development of the school community as a Rights Respecting School which has a positive impact on the well-being of the whole community
- Review the effectiveness of the wellbeing policy
- Monitor the impact of strategic decisions on the wellbeing of staff
- Ensure that clear procedures are in place that will minimise the levels of stress caused to staff when following school formal procedure
- Provide personal and professional development such as stress management, team building etc.
- Promote a healthy workplace and practices that ensure members of staff are able to develop a healthy mind
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The Senior Leadership Team within Aycliffe School will:

- Embody the school's vision and values and develop a school culture where everyone is cared for and supported
- Foster a supportive work environment, approach in a fair and consistent manner
- Build positive relationships within the workplace
- Create an ethos that values personal development
- Promote the practice of habits of resilience
- Communicate and demonstrate work-life balance practices to all staff
- Manage work-life pressures which may affect staff
- Develop staff using appraisal, coaching and supervision
- Pay attention to any indication of changes in behaviour or performance
- Support staff who show signs of being under stress
- Follow agreed procedure when there are concerns or absence due to work related stress and other mental health problems
- Promote a healthy workplace that ensure that members of staff are able to support their wellbeing
- Engage in professional development relating to health and wellbeing

All staff will:

- Build positive relationships within the workplace
- Take care of their own health and safety at work
- Seek support or help when they think they are experiencing a problem
- Engage in personal development, including the use of appraisal, coaching and supervision
- Practice the habits of resilience
- Be committed to the ethos of staff wellbeing, keeping in mind the workload and wellbeing of others
- Act in a manner that respects the health and safety needs of themselves and others
- Be watchful of any indication of changes of behaviour in colleagues and raise concerns compassionately with the Senior Leadership Team
- Consider wellbeing support mechanisms offered by the school
- Value all the members of staff, acknowledge the important role that each and every one take, treat one another with honesty, respect and kindness

All Children will:

- Are valued
- Have a sense of belonging and feel safe
- Feel comfortable to share any concerns and worries
- Are able to socialise, to form and maintain relationships
- Are encouraged to be confident and proud to be different
- Are able to develop emotional resilience and promote the self esteem
- Know that their positive mental health and wellbeing is promoted and valued
- Understand that bullying is not tolerated

Implementation

The school will:

- Create an ethos, policies and behaviours that support mental health and wellbeing.
- Discuss wellbeing as part of Senior Leadership Meetings, Teacher Meetings and Teaching Assistant Meetings
- Provide care, support and guidance to support wellbeing and mental health of staff and pupils
- Ensure robust communication systems to limit stresses potentially caused by lack of clarity
- Review how the implementation of risk assessments relating to COVID-19 impact on wellbeing with staff
- Provide professional development for staff on mental and health wellbeing
- Review policies and procedures to ensure we are working in the most efficient and effective way to support work-life balance
- Involve staff in the development of school policies and practice
- Practise our personnel policies, which support wellbeing and mental health
- Teach Mental Health and wellbeing through curriculum in safe and sensitive manners
- Help children to be resilient
- Teach children social and emotional skills and the awareness of mental health
- Identify the children who have wellbeing and mental health needs and plan to support their needs, including working with external agencies
- Ensure effective working with parents and carers

We recognise that all pupils are equal regardless of cultural or ethnic background, religion, social circumstances, gender, sexual orientation, ability and disability. The curriculum and whole ethos of the school demonstrates that diversity is understood, is welcomed and appreciated within the school. Equal opportunities means that all children have the right to a broad and balanced curriculum with which all pupils can engage and achieve.

Jacky Cox

Head Teacher

September 2022

