

Dale Hall Primary School Well-being Policy



This policy should be carried out in the context of and in conjunction with Dale Hall CP School's Safeguarding Policy.

At Dale Hall Community Primary School, we aim to promote positive wellbeing for our whole school community (children, staff, parents), and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health. We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. All children go through ups and downs during their school career and some face significant life events.

The Department for Education (DfE) recognises that: ***"in order to help their children succeed; schools have a role to play in supporting them to be resilient and mentally healthy"***. Schools can be a place for children and young people to experience a nurturing and supportive environment that has the potential to develop self-esteem and give positive experiences for overcoming adversity and building resilience. For some, school will be a place of respite from difficult home lives and offer positive role models and relationships, which are critical in promoting children's wellbeing and can help engender a sense of belonging and community.

Our role at Dale Hall is to ensure that children are able to manage times of change and stress, and that they are supported to reach their potential or access help when they need it. We also have a role to ensure that children learn about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

We recognise that many behaviours and emotional problems can be supported within the School environment, or with advice from external professionals. Some children will need more intensive support at times. All children at Dale Hall have access to universal wellbeing provision. If a member of staff has specific concerns regarding a child's wellbeing and mental health this child can then be moved to targeted or specialist provision in consultation with parents, SENDCo and Wellbeing Lead.

Wellbeing provision provided at Dale Hall Community Primary school

<u>Universal Provision</u> <i>(All children have access to)</i>	<ul style="list-style-type: none">• Regular lessons within the RSHE curriculum• Daily support from the class teacher and support staff• Class assembly and circle times
<u>Targeted Provision</u> <i>(provision that children can have if there is a specific concern for their wellbeing and mental health)</i>	<ul style="list-style-type: none">• Observation from SENDCo or THRIVE Practitioner• Communication log set up for parents/teachers• Referral made to Suffolk Wellbeing hub• Invitation to come to nurture breakfast club• Transition plans
<u>Specialist Provision</u> <i>(The highest level of wellbeing and mental health provision a child has access to at Dale Hall)</i>	<ul style="list-style-type: none">• THRIVE Assessment and sessions• Play Therapy sessions• Referral to CAMHS• Adapted timetable if needed

We take a whole school approach to promoting wellbeing and positive mental health that aims to help children become more resilient, happy and successful and to prevent problems before they arise.

This encompasses seven aspects:

1. Creating an ethos that supports wellbeing and mental health which is adopted by all stakeholders .
2. Enabling our children to develop positive social relationships, support each other and seek help when they need it.
3. Enabling our children to be resilient learners.
4. Teaching children social and emotional skills and an awareness of mental health.
5. Early identification of children who have mental health needs and planning support to meet their needs, including working with specialist services.
6. Effectively working with parents and carers.
7. Supporting and training staff to develop their skills and their own resilience.

In addition to children's wellbeing, we recognise the importance of promoting staff wellbeing.

Supporting and promoting the wellbeing of staff is an essential component of a healthy school and we promote opportunities to maintain a healthy work life balance and wellbeing.

All staff are entitled to the following provision to support their wellbeing

- A wellbeing day/flexible working day once a year. (pro rata)
- The opportunity for the flu jab
- A range of staff socials throughout the year
- A calm and inviting staffroom, encouraging wellbeing
- No emails sent out after 5pm
- Feedback and marking policy supporting teachers workload
- A supportive SLT who understand the importance of wellbeing and work life balance
- A chance to speak to the wellbeing lead when needed (Morning slots)
- A coaching/mentoring system to support individuals wellbeing
- Access to Suffolk's employee counselling service
- Staff meetings from 8.30-9.30 on a Wednesday morning, leaving time in classrooms after school.
- Personalised support from the maternity and menopause policy

Monitoring and Evaluation

We regularly send out staff questionnaires to gain a picture of staff wellbeing and to find out if there is anything we can do to improve.

The wellbeing policy is on the school website and hard copies are available to parents and carers from the school office.

The policy is monitored annually, in consultation with the school wellbeing leader.

Date	Description
18 June 2019	Agreed to adopt new policy
20 June 2023	Agreed to adopt new policy