

Well Being Policy



***Wellbeing: a state of complete physical and mental health that is characterised by high quality social relationships
(Well being Charter DfE 2021)***

WHY?

The national criteria states:

‘A healthy school ensures that when pupils are unhappy, anxious, disturbed or depressed, there are open channels for them to seek or to be offered support, without stigma and with appropriate confidentiality. A healthy school actively seeks to promote emotional health and wellbeing and helps pupils to understand their feelings.’

At Paganel Primary, we are committed to supporting the emotional health and well-being of our pupils and staff. We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.

As a school we know that everyone experiences life challenges that can make us vulnerable at times; anyone may need additional emotional support.

WHAT?

Through quality first teaching, we aim to:

- Develop children who are more engaged in the learning process.
- Develop children who can concentrate and persevere when they find it challenging.
- Improve attainment and progress across the curriculum.
- Engage parents and carers in the life of the school.

Through improved behaviour and attendance, we aim to:

- Develop children with high self-esteem and confidence.
- Have children who recognise that behaviour is about making the right choices..
- Respect each other, our differences and what makes us unique.

Through staff confidence and development, we aim to:

- Improve morale.
- Increase attendance and decrease absence.
- Improve recruitment and retention.
- Develop positive and effective relationships with our Paganel family.

HOW?

Paganel promotes and provides a range of services for our children:

- Peer mediators provided by children in KS2.
- Providing a pastoral team that includes the Deputy Head, SENDCo, DSLs, Learning Mentor and School councillor.
- Support from a range of external agencies including: Forward Thinking Birmingham; Pause Drop in Service; Educational Psychologist; Selly Oak Trust School Outreach; Physical Difficulties Support Service; Emotional Wellbeing Team; Speech and Language Service; Occupational Therapy.
- Community and transition events.

- School council.
- Adults who are trained in emotional coaching.
- Eco-warriors.
- House Captains
- Posters around school displaying key staff that children can turn to if they need to talk.
- Peacemakers, Zones of Regulation?

At Paganel Primary School we take the mental health and well-being of our pupils and staff very seriously.

See Appendix 1 for a list of great websites/apps/videos offering information and guidance available to support children and staff:

Paganel enhances staff motivation, learning and professional development through:

- Curricular planning time during the school week (PPA and Inset time).
- Whole school training events including Safeguarding.
- Access to appropriate external training.
- Involvement of all staff in decision-making and proposed change.
- Consultation on training and support needs through performance management and regular reviews.
- Access to a counselling service.
- Open door policy.
- Considering the impact on staff workload and wellbeing when introducing a change.
- The school celebrates success with positive feedback (postcards and shoutouts)
- Staff complete regular surveys to obtain their views.
- Staff are listened to and treated fairly and compassionately.

When staff return to work following an absence there are two pathways; a physical health return and a mental health return. (see appendix 1 for Return to Work flowchart)

WHO?

- The promotion of emotional health and social well-being and raising achievement of all children is the responsibility of the whole school staff and governors.
- The Head teacher and Senior Leadership Team will demonstrate, through their personal leadership, the importance of this policy and ethos, to ensure that all staff are aware of it and understand their role and responsibility in relation to it.
- On the staff team there are two staff mental health champions, *Mrs Gingell and Mr Hart*.
- Children have opportunities throughout the school year to complete questionnaires and share their thoughts and opinions to contribute to the health and wellbeing of Paganel.

Mental Health First Aider:

At Paganel Primary we have a certified Mental Health First Aider to support the wellbeing of staff at our school.

They have been trained with;

- An in-depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support - whether that's self-help resources, through their employer, the NHS, or a mix

Find out more about this qualification here: [Mental health training online and face to face](#) · MHFA England

Appendix 1

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Below you can find a list of great websites/apps/videos offering information and guidance available to support children and staff:

Children:

[YoungMinds - children and young people's mental health charity](#)

[MindEd Hub](#)

[Life & wellbeing - BBC Bitesize](#)

Nutrition:

[Home - British Nutrition Foundation](#)

Getting Active:

[Home - Active For Life](#)

[\(105\) GoNoodle | Get Moving - YouTube](#)

Meditation, mindfulness & yoga:

[\(105\) Cosmic Kids Yoga - YouTube](#)

Staff:

[Mental Health Foundation](#)

[Home | Mind, the mental health charity - help for mental health problems](#)

Nutrition:

[Home - British Nutrition Foundation](#)

Getting Active:

[\(105\) The Body Coach TV - YouTube](#)

<https://thisgirlruns.club/virtual-challenges/>

Meditation, mindfulness & yoga:

[Meditation and Sleep Made Simple - Headspace](#)

[Insight Timer - #1 Free Meditation App for Sleep, Relax & More](#)