

Dr Walker's C of E Primary School



## An Exceptional Place to Flourish

Though your beginning was small,  
your future will flourish indeed.  
Job 8:7

**Non-Statutory**

**Well-being Strategy**

<b>Ratified by Governors</b>	<b>27.03.23</b>
<b>Review Cycle</b>	<b>Every 3 years</b>

<b>Chair of Governors:</b> <b>Mrs K Bush</b>	
<b>Headteacher:</b> <b>Dr L Lawson</b>	

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## Pre-amble: School Vision, Ethos and Values

Dr Walker's is a mixed Church of England Voluntary Controlled Primary School in Fyfield, Ongar, Essex.

We support all pupils to succeed in reaching their God given potential at Dr Walker's – 'An Exceptional Place to Flourish', by developing

- **Belief** in self and the development of confidence, respect and trust for others and an appreciation of spirituality and an understanding of faith in God;
- **Engagement** in a love for learning by nurturing curiosity and independence; and
- **Excellence** in reaching personal goals by demonstrating resilience and positive behaviour.

Our **CHRISTIAN VALUES** are reflected in:

- Standing with **COURAGE** for what is right.
- Using **CREATIVITY** in problem solving and making life beautiful.
- Treating every person and everything with **RESPECT**.
- Having **COMPASSION** for others.
- Completing every task with **PERSEVERANCE**.
- Taking **RESPONSIBILITY** for ourselves.
- Living with **HOPE** for a better future.

At Dr Walker's we provide every pupil with the care and support they need to develop as individuals and become educated and successful British Citizens who understand the importance of the following British values:

- **Democracy**
- **The rule of law**
- **Individual liberty**
- **Mutual respect and**
- **Tolerance of those with different faiths and beliefs.**

## Acknowledgement

This strategy needs to be read in conjunction with the following policies: e.g.

- Anti-Bullying
- Behaviour,
- Performance Management
- PSHE policy
- Safeguarding procedures
- SEND policy, where pupil's mental health needs overlap with these,
- SEND report
- Staff Absence policy, etc.

## What is the Well-being Strategy?

The Well-being Strategy is a guide to define 'how' we are expected to support children and staff and 'what' practice we implement to support well-being.

## How does Dr Walker's Primary School promote Well-being?

- At Dr Walker's Church of England Primary School we are committed to supporting the emotional health and well-being of our pupils and staff.
- Each individual is valued.
- The right to safety, the right to respect and the right to learn are at the core of everything we do.
- We seek to embed the importance of well-being across the curriculum.
- We have a supportive and caring ethos and our approach is respectful and kind.
- We are encouraging and supporting the whole school community to be positive in its approach to well-being.
- We take the view that positive mental health is everyone's responsibility and we all have a role to play.

- We provide appropriate training and information to staff on well-being.
- We provide guidance and support to all those connected with the organisation to help them develop confidence in their ability to manage their emotional well-being.
- We promote knowledge and understanding of both internal and external support services.
- We provide appropriate training and information to staff on well-being.

## Pupil well-being

### At our school we:

- Ensure the school provides a caring and nurturing environment.
- Help children understand their emotions and feelings.
- Help children to feel comfortable to share any concerns or worries.
- Help children socially to form positive relationships.
- Promote confidence and self-esteem.
- Help children to develop emotional resilience and manage setbacks.
- Ensure the delivery of a fit for purpose PSHE/RSHE curriculum.
- Monitor pupils' well-being half-termly, using Leuven scales of well-being.

### We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of community and belonging.
- Promoting pupil voice and opportunities to participate in decision making and discussion.
- Celebrating achievements in all aspects of life.
- Providing opportunities to lead or take on roles on responsibility.
- Providing access to appropriate support that meets their needs.
- Provide additional support and interventions to identified pupils that meet their needs.

## Staff well-being

- At Dr Walker's Church of England Primary School, we promote staff wellbeing in a number of ways
- Good staff wellbeing is vital to a productive, caring and proactive environment.

## *Well teachers teach well*

- Well-being in the workplace is relevant to all employees and everyone can contribute to improved well-being at work.
- Addressing workplace well-being can help strengthen the positive, protective factors of employment, reduce the risk factors for mental ill health and improve general health.
- The Governing Body will continue to promote and work towards performance improvement and efficiency, getting the very best from our staff, retaining and attracting the people who are best skilled and well-motivated.

## Identifying indicators and needs

Staff are vigilant in identifying wellbeing concerns and will communicate this to the designated safeguarding leads, the SENCo, the class teacher or the family support worker, as appropriate.

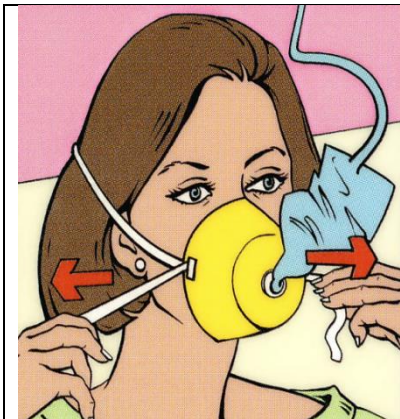
### Possible indicators may include:

- Changes in eating/ sleeping habits
- Becoming withdrawn
- Changes in activity and mood
- Expressing feelings of failure, uselessness or hopelessness
- Talking about self-harm or suicide
- Repeated physical symptoms or nausea with no evident cause
- An increase in lateness or absenteeism.

## The Governing Body's commitment

- To fulfil this commitment, the Governing Body and Senior Leadership Team will:

<p><b>Health and well-being</b></p>	<ul style="list-style-type: none"> <li>• Make health and well-being a core priority.</li> <li>• Encourage a consistent, positive approach to all staff health and well-being.</li> <li>• Value the strategic importance and benefits of a healthy workplace.</li> <li>• Ensure health and well-being policies are included in any induction, training and development programmes for new staff.</li> <li>• Ensure all are committed to the health and well-being of staff and act as good role models.</li> <li>• Make communication clear to ensure that staff have realistic expectations of what's possible, practical and affordable.</li> <li>• Promote mental health resources to staff.</li> <li>• Make clear the link between employees' health and well-being and improved performance.</li> <li>• Seek to identify potential circumstances that may affect the well-being of staff and conduct risk assessments.</li> </ul>
<p><b>School environment</b></p>	<ul style="list-style-type: none"> <li>• Ensure the workplace is safe and comply with H&amp;S regulations.</li> <li>• Have a proactive and visible commitment to health and safety and its role in improving the health and well-being of staff, that is, view health and safety as part of the culture of a caring and supportive employer – not only a statutory requirement.</li> <li>• Create a supportive environment that enables employees to be proactive when and if possible to protect and enhance their own health and well-being.</li> </ul>
<p><b>Recruitment</b></p>	<ul style="list-style-type: none"> <li>• Comply with safer recruitment.</li> <li>• Recruit staff that has the positive leadership traits associated with improved staff health and well-being. These traits include being: open and approachable and encouraging new ideas.</li> </ul>
<p><b>Succession planning</b></p>	<ul style="list-style-type: none"> <li>• Ensure succession planning is in place to bring stability and establish and develop leadership in school.</li> </ul>
<p><b>Teaching / Coaching / Modelling</b></p>	<ul style="list-style-type: none"> <li>• Encourage staff to have the opportunities to teach across the age range and the curriculum to develop good role models, coaching skills and opportunities and a team ethos, due to being a small school.</li> <li>• Enable staff to be released to develop capability and capacity - this will allow for the development of teachers' skills. This will also be true of releasing those on TLRs and Upper Pay Scale to model to and coach colleagues.</li> <li>• Sharing of good practice will furthermore ensure that policies and procedures can be followed by demonstrating best practice and that the workload can be shared and understood.</li> </ul>
<p><b>Staff Governor</b></p>	<ul style="list-style-type: none"> <li>• Promote the role of Staff Governor to ensure a whole school staff perspective in the strategic oversight of the school. This will ensure sharing viewpoints on the impact around policies and procedures. Also, that the whole staff team will have input into the procedure that surrounds the school and the external factors that create the necessity of many decisions.</li> </ul>
<p><b>Leadership support</b></p>	<ul style="list-style-type: none"> <li>• Ensure the Headteacher's well-being is supported as this directly impacts on the school.</li> <li>• Ensure there is appropriate support and supervision in place for the Headteacher to fulfil his/her duties effectively and realistically within keeping a work-life balance, as there is currently no capacity for an extended leadership team in school (e.g. Deputy or Assistant Head).</li> </ul>
<p><b>Return to work</b></p>	<ul style="list-style-type: none"> <li>• Be aware that a return to work from sickness does not necessarily indicate that an employee's health and well-being has improved. However, it is at the point that they can resume their normal duties possibly with the support of a Return to Work package.</li> </ul>
<p><b>Governing Body meetings</b></p>	<ul style="list-style-type: none"> <li>• Make well-being a standing item on the agenda of every Full Governing Body Meeting.</li> <li>• We are committed to a well-being action plan which is responsive to identified needs and demonstrates our commitment to staff well-being.</li> </ul>



***“In case of emergency, air masks will drop from the ceiling. If you are travelling with a child, please put on your own mask before helping the child.”***

## **Put Your Oxygen Mask On First**

*we need to remember  
that if we do not help ourselves first  
then we may not be able to help others*



### **Well-being strategies include**

- A family friendly culture in school.
- Access to an IT consultant (Dr Vowles).
- Additional release time on Fridays, with the option to work off-site.
- Annual surveys of staff wellbeing
- CPD opportunities – all staff have access to subscriptions of New Skills Academy, The National College and National Online Safety.
- Culture of no blame or no judgement for mental health needs.
- Dedicated staffroom space where staff can relax and enjoy lunch.
- Designated classrooms – new building and freshly decorated Block B.
- Designated PPA room.
- Free on-site parking.
- Free staff well-being support from <https://www.educationsupport.org.uk/>
- Free staff well-being support from **The Emotional Wellbeing Mental Health Service (EWMHS)** Educational Psychology Service (EPS) provides any member of staff of Essex schools with the opportunity to discuss concerns they may have regarding the emotional well-being of pupils/students. It is also available to support staff with their own emotional well-being. [EWMHSSchoolsAdvice@essex.gov.uk](mailto:EWMHSSchoolsAdvice@essex.gov.uk)
- Free support to staff regarding pupil concerns from [educationpsychologyCAMHS@essex.gov.uk](mailto:educationpsychologyCAMHS@essex.gov.uk)
- Fridays are “no shop talk in the staffroom during lunch”.
- Fridays the school finishes at 15:00.
- Governing board termly congratulations to a member of staff who has gone above and beyond in their efforts.
- Governors coming in to know and meet staff and therefore in a better position to understand reality of school life.
- Headteacher open door policy.
- HLTA overseeing tea, coffee, sugar, milk and biscuits provision in staffroom.
- Improved communication systems.
- Measured approach to learning observations, learning walks, etc.
- Nudges (posters/ guidance on positive wellbeing choices, signposting for specialist services etc.)
- Pastoral support from Reverend Brazier-Gibbs.
- Protected planning and PPA time.
- “Shout Out” notice board in staffroom.
- Staff attendance included in Headteacher’s report as attendance is an indication of well-being.
- Staff can purchase warm meals prepared on-site by our cook for lunch.
- Staff encouraged to take time to consider both how to improve own well-being and how we as a school can support them.
- Staff meetings on Tuesdays are time-based (1 hour).
- Staff working party on Marking and Feedback Policy.
- Support for family commitments/emergencies.

- Teacher workload reduction strategies including reduced marking, time provided for communication with e.g. SEN support, no emails at weekend, etc.
- Teaching staff don't have to attend assemblies other than class assemblies.
- Thank you's of flowers, treats, cards, etc.
- Well-being as a standing item on the governing board agenda.
- Well-being day.
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## Other useful links relating to mental health and well-being

### Sleep hygiene

Try to establish and maintain a set sleep and wake pattern.

<https://www.sleepfoundation.org/sleep-hygiene>

Utilise the information from the following link to facilitate improvements in sleeping:

<https://www.nhs.uk/live-well/sleep-and-tiredness/how-to-get-to-sleep>

### Further resources/reading/information

<https://www.headspace.com/>

<https://www.nhs.uk/conditions/generalised-anxiety-disorder/self-help/>

<https://www.mind.org.uk/information-support/types-of-mental-health-problems/>

### NHS talking therapies - NHS (www.nhs.uk )

[www.supportline.org.uk](http://www.supportline.org.uk)

<https://breathingspace.scot/>

<https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/breathing-exercises-for-stress/>

<https://www.healthline.com/health/breathing-exercises-for-anxiety>

### Breathing Techniques for Anxiety | Psychology Today

### Breathing and relaxation guide (download) - Anxiety UK

### The following resource on management of stress may be beneficial

<https://www.icope.nhs.uk/wp-content/uploads/2019/04/stress-and-worry-your-self-help-guide.pdf>

### Mind Action Plan

<https://www.mind.org.uk/media/12145/mind-wellness-action-plan-workplace.pdf>