



West Kirby School and College: Wellbeing Strategy 2020 - 2021

At West Kirby School and College Emotional Wellbeing and Mental Health (EWMH) is key to our pupils achieving success.

Everyone in our school community has the responsibility to ensure the promotion of positive emotional wellbeing and mental health for each other.

We promote 6 core values in all that we do:

- Be nurturing
- Be understanding
- Be aspirational
- Be enterprising
- Be respectful
- Be proactive

This applies to all members of our school community – Governors, staff, pupils and parents.

Objective	What we will do	Review points	Desired outcome
1. The school is committed to promoting and protecting positive emotional wellbeing and mental health by achieving the Wellbeing Award for Schools.	Ensure our SDP reflects our commitment to positive emotional wellbeing and mental health and that we are acting on what pupils, staff and parents consider priorities. Appoint a change team who will support in promoting positive EWMH.	Termly Annually	The whole school community is involved in promoting positive emotional wellbeing and mental health and are aware of what is happening and why.

<p>2. The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health which is communicated to all involved with the school.</p>	<p>Share the school vision and SDP with all pupils, staff and parents. Evaluate what areas are working well and what we need to do better at. Recognise the risk factors to EWMH</p>	<p>Annually Termly Termly</p>	<p>The whole school community is aware of what is in place to support positive EWMH and what is in place to reduce the risk factors.</p>
<p>3. The school has a positive culture which regards emotional wellbeing and mental health as the responsibility of all.</p>	<p>Gain pupil, staff and parent views and open avenues of communication to discuss promoting positive EWMH. Develop a listening culture. School policies reflect opportunities to promote positive EWMH.</p>	<p>Termly Ongoing Annually</p>	<p>The whole school community recognises what they can do to promote positive EWMH. Pupils' attendance, behaviour and engagement in school increases.</p>

<p>4. The school actively promotes staff emotional wellbeing and mental health.</p>	<p>Make sure staff feel safe, comfortable and listened to in work. Put in place the resources and environment to promote staff wellbeing – upgrade staffroom, introduction of wellbeing room. Develop clear line management and appraisal structures so staff know who to speak to and what is expected of them. Introduction of staff mentoring system. Provide external support, Benenden, to support with mental and physical wellbeing. COVID-19 Lockdown – covid secure procedures in place. Flexible working to allow staff to work from home Regular wellbeing checks from SLT</p>	<p>Ongoing Ongoing Termly Ongoing Ongoing Ongoing</p>	<p>Staff feel safe, comfortable and listened to in work. Their views and opinions are valued and they recognise their role in establishing change.</p>
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<p>5. The school prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<p>Provide current, high quality training opportunities to staff to develop their knowledge and understanding of EWMH. Staff encouraged to be proactive in identifying CPD opportunities that link in with the SDP and vision for promoting positive EWMH. Rolling programme of workshops provided by school Clinical Psychologist. 12 staff to be trained in Mental Health First Aid. 12 staff to be trained in LBGT+ inclusion for schools COVID-19 Lockdown – online courses available to support training</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Termly</p> <p>Annually</p> <p>Annually</p> <p>Ongoing</p>	<p>Staff are appropriately qualified and experienced to support the promotion of positive EWMH</p> <p>Staff are confident in their ability to identify the risk factors to positive EWMH.</p>
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<p>6. The school understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately.</p>	<p>Embedding the use of motional as a tool to assess EWMH. Embedding the use of PIVATS to support in the identification of IEP targets relating to EWMH. Utilisation of the in-house referral process to the Pupil Support Panel to put in place enhanced support mechanisms. Utilisation of One Page Profiles Utilisation of pro-active support plans. Utilisation of clinical profile Weekly behaviour meetings to track and identify pupils who are struggling. Utilisation of Team Around the Child meetings with Clinical Psychologist Widen the choices for daily lunchtime activities and ensure they are purposeful and engaging. Widen the choices for weekly wellbeing and life adventures. Introduce after-school clubs to promote participation and increased physical activity. Regular pupil questionnaires to monitor wellbeing.</p>	<p>Termly Half-termly Fortnightly Ongoing Ongoing Ongoing Weekly Weekly Weekly Weekly Termly Termly Termly</p>	<p>A wide range of activities are available for pupils to access to promote positive EWMH, participation rates in activities increase. Pupils' needs are effectively identified and acted upon with interventions following the plan, do, review cycle.</p>
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<p>7. The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.</p>	<p>Regular pupil voice meetings in place. Development of pupil empowerment project – pupil ambassadors. Introduction of new parent coffee Mornings (currently in place in virtual format) Continuation of parent coffee mornings (currently in virtual format) Continuation of Clinical Psychology workshops for parents (currently on hold due to Covid-19 restrictions)</p>	<p>Half-termly Ongoing Termly Termly Weekly (once reintroduced)</p>	<p>The whole-school community has a clear process to engage with the positive promotion of EWMH.</p>
<p>8. The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.</p>	<p>Reintroduction of community participation workshops (currently on hold due to Covid-19 restrictions) Virtual workshops with other school links</p>	<p>Termly (once reintroduced) Annually</p>	<p>Positive links with the wider community in place.</p>