

Wellbeing Strategy 2022/23

I am pleased to welcome you to the Orchards Junior School Wellbeing Strategy for 2022/2023
Our strategy looks at the areas of wellbeing and mental health that we believe can make the most difference to our staff, pupils and parents in the school community. Our aims are to ensure that all stakeholders are able to maintain positive wellbeing and mental health, for best possible outcomes in life, no matter what the circumstances are.

Strategic overview

To implement the above vision, the Head teacher and Governors committed to the employment of a Wellbeing Leader in September 2019. This is funded through pupil premium funding. The Wellbeing leader will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

Vision Statement

At the Orchards Junior we commit to making it our mission to promote resilience and positive wellbeing for all our pupils and staff. We understand *wellbeing* as state of being comfortable, healthy and happy. We will drive the message forward, to ensure that mental health is “everyone’s business” across the whole school community. We will strive to create an environment that has a whole school approach, in providing excellent mental health support, understanding and intervention. We will put Wellbeing at the heart of our school to ensure successful learning and commit to our policies reflecting this. We will use the SPARKLE ethos for everyone involved in the school.

The Wellbeing Leader is to include the following into their role:

- Organising learning mentors to enable vulnerable and struggling children to access their learning and support their mental health
- Creating and delivering bespoke staff training on wellbeing and mental health
- Leading the MAD team, to drive positive wellbeing across the whole-school community
- To lead on the Wellbeing Award for Schools
- To plan and create an action plan for the WAS process
- To evaluate the impact and outcomes, based on the action plan
- Engaging parents and promoting family wellbeing

Goals	What We Have Achieved/ Where We are Now	How We Know This/ Key Evidence	Next Steps/Further Desired Outcomes
Objective One – The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award	<p>Surveys out and completed.</p> <ul style="list-style-type: none"> • Creating a WBA centralised record and inviting contributions for all. 	<p>Minutes from meetings with Head, Governors and SLT Change team (MAD) volunteer to be part of the process. SEF forms completed Action plan complete Disseminate information from surveys to all</p>	<p>Analyse SEF forms Create next steps plan Results to go out on Abor and on Wesite Assembly for children Staff meeting and govs meeting</p>
Objective Two – 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 process	<ul style="list-style-type: none"> • Using WBA framework • Culture deck/SIP • Reporting to SLT • Communicating action plan through assemblies/ staff training/ website 	<p>Vision statement (SPARKLE) SWOT analysis Pyramid of need Policy documents to have MH Statement within. This years SIP</p>	<p>SWOT at end of process. Re-create the pyramid of need for Orchards Redo Pyramid after process All policies to be republished on website MH training to be included in 23/34 SIP</p>
Objective Three – The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility of all	<ul style="list-style-type: none"> • Staff survey, accountability FMW • Themed days/weeks • Planning /PHSE • MAD team meetings 	<p>Create accountability framework Smile day 10.22 Children’s mental health week 6-10th Feb Mufti 8th Feb Thoughtful parent meeting Parental coffee mornings</p>	<p>Publish framework for staff to see Feedback from for parents eve and end of year to include wellbeing question</p>

<p>Objective Four The School actively promotes staff emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> • Staff socials • Training MH • Reflection days • Clear lines of responsibility • Open door head • Focus on work life balance- shared planning • Appraisals – MH category • Encouragement of support networks- intra/inter team 	<p>Christmas do 14.12.22 All year groups xmas do's Easter Quiz 29.3.23 Avisford 21.7.23 Reflection day 21.10.22 30.4.23 Accountability framework created</p> <p>Planning distributed evenly to prevent workload issue</p>	<p>Appraisals to be formally in place by summer 23 and Autumn 23</p>
<p>Objective Five The school prioritises professional learning and staff development on emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> • Staff training- • Beacon house training • Online courses • Staff questionnaires Via award at start and end of process 	<ul style="list-style-type: none"> • Online courses taken by TA's • All TA's anxiety training 6 week course via EL • 5 trained as YMHFA • BM and SW- Wellbeing conference in November 22 • Staff meetings including PHSE • Questionnaires given out Spring 22. • Mind Ed and other online courses 	<p>Whole school anxiety training Sept 23 Staff meetings Autumn 23 Questionnaires repeated Summer 23</p>

<p>Objective Six The school understands the different types of emotional and mental health needs across the whole-school community and has systems in place to respond appropriately</p>	<ul style="list-style-type: none"> • Process map • CPOMS • Mentoring • Clear feedback and hierarchy 	<ul style="list-style-type: none"> • PM put on website and given to parents at parents consultation days. • Mentoring continuing • YMHFA courses for new mentors • Link to Thoughtful • Appraisal system amended to include staff wellbeing 	<ul style="list-style-type: none"> • Whole school CPOMS training to occur Autumn 23 • YMHFA and MHFA to be offered to more
<p>Objective Seven The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> • Wellbeing Champions • Pupil voice via WC meetings and junior governors • Clubs • Opportunities to thrive in different areas e.g. singing club and trip to o2, Dance shows and Move It! Trips to theatres e.g. Globe, pantomime etc.. Theatre groups into school. 	<ul style="list-style-type: none"> • Wellbeing champions chosen and trained • WC activities carried out • W.C meetings termly • Buddy bench bought • Clubs to including MH and wellbeing focus e.g Cool to be Kind, Wellbeing, cooking to be invited to promote individuals wellbeing • Trips occurring 	<ul style="list-style-type: none"> • Reintroducing open afternoons for all year groups at Christmas and Summer • Wellbeing coffee mornings to happen termly • Parents workshops? • Wellbeing champions to lead year group assembly Autumn 23 • Wellbeing champions to develop their playground games ideas

	<p>Charitable groups in school for assemblies</p> <ul style="list-style-type: none"> • Open evenings • Parents day (reducing workload for teachers), • Social aspects to drama productions 	<ul style="list-style-type: none"> • Class assemblies for each class • Thoughtful introduced to school and parents • Wellbeing coffee mornings introduced • 2 x reflection days • Summer production 	
<p>Objective Eight The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> • SENDCO works with many agencies including CAMHS, CDC, Thoughtful, I Shine, MASH • Field place partnership – mentoring • Rustington CP 	<ul style="list-style-type: none"> • Field place 5x hours of mentoring each week provided by Kathy • Meetings with TB at Field Place • Many children referred through SENDCO to outside agencies • Meetings with KT at Rustington 	<ul style="list-style-type: none"> • Maintain links and develop with Field Place once Schools are under the Sparkle Academy • Maintain links with outside agencies