

PINNER WOOD SCHOOL



EMOTIONAL HEALTH AND WELLBEING POLICY

Approval Authority:

Effective From: November 2021

Date Ratified by GB:

Next Review Date: November 2023

Signed by Chair of GB:

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 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 Pinner Wood School we work towards positive Emotional Health and Wellbeing in the whole of our school community for adults as well as children.

CONTEXT AND RATIONALE

Emotional health and wellbeing promotes school success and improvement by:

- contributing positively to priorities such as enhancing teaching and learning, raising standards, promoting social inclusion and improving behaviour and attendance
- involving pupils more fully in the operation of the school
- helping pupils and staff feel happier, more confident and more motivated
- helping to meet legal, ethical and curricular obligations

AIMS

General

- Happier and more motivated pupils and staff who get more out of life

Teaching and Learning

- Pupils who are more engaged in the learning process
- Pupils who can concentrate and learn better
- Improved standards in all subjects.
- Improved attainment
- More effective teaching
- Parents and carers more involved in school life and learning

Behaviour and Attendance

- Pupils with high self-esteem and confidence
- Pupils who have a say in what happens at school
- Fewer disaffected pupils, disengaged from learning
- Improved behaviour and attendance
- Less bullying
- Lower rates of truancy

Staff Confidence and Development

- Improved morale
- Lower absenteeism
- Better recruitment level
- Positive and effective relationships with pupils

VEHICLES FOR EMOTIONAL HEALTH AND WELLBEING

The school promotes and provides a range of services to pupils:

- Our own Pastoral Leader
- Our own play therapist
- School council to improve school life for pupils.
- Co-ordinated support from a range of external organisations
- Welcome days and transition events
- Hygienic toilets which ensure privacy and safety
- Teachers educated in pastoral care
- Safeguarding training for all staff

The school promotes an anti-bullying culture through:

- A strong school ethos which empowers tolerance and respect, including respect for difference and diversity
- High profile of anti-bullying procedures and policy through corporate posters, assemblies and events such as national anti-bullying week and using Jigsaw materials
- Active listeners, including assistants and adults other than school staff to whom the victim may turn

The school promotes and strengthens the pupil voice through:

- Teachers who are subject leaders termly discuss their views/opinions
- A democratic process for the election of school council representatives – Head boy/girl, School Prefects, Playground friends
- Timetabled meeting time for members of the school council
- Involving pupils in interviews for members of staff
- A Pupil Leadership 'The Head Squad' who meet fortnightly.
- Opportunities in assemblies to share views, ideas and beliefs.

The school promotes the involvement of parents and carers in the life and learning of the school through:

- Parent questionnaires
- Regular consultation about change and development through questionnaires, coffee mornings and special meetings
- Subject Focus evenings, Sports and Theme Weeks and Concerts/Music Events
- Involvement in school trips and extracurricular activities
- Regular communication and involvement over pupil progress, behaviour and pastoral issues

The school facilitates a context for learning through:

- Enhancing school and classroom layout; facilities and resources
- Recognising the background of individual pupils and their physical, social and emotional needs
- Establishing clear rules, routines and expectations about behaviour for learning and social cohesion.
- Encouraging positive, caring and constructive relationships

The school enhances pupil motivation and learning through:

- Consistent support for vulnerable children and those with SEN from trained teams of pastoral, learning support, teaching assistants and other agencies where appropriate.
- A range of challenging opportunities for gifted and talented pupils
- An exciting and varied range of extra-curricular events and trips
- A balanced curriculum with opportunities for intellectual, physical and expressive development
- Recognising a range of learning styles
- Encouraging independence in learning
- Using a range of teaching styles such as Circle Time appropriate to pupils' age, ability and level of maturity
- Using the Jigsaw materials to raise self-esteem and confidence levels.

The school enhances pupil self-esteem and personal development through:

- The Personal Development Curriculum which includes Citizenship and PSHE
- Information, advice and guidance on sex and relationships and drugs
- Opportunities for pupil leadership through school council, play leaders, library monitors, head boy/girls and prefects.
- An emphasis on praise and reward
- Opportunities for reflection and spiritual development through art, literature and the RE curriculum

The school enhances staff well-being, motivation, learning and professional

development through:

Workload Management

- Protected curricular planning, preparation and assessment time within the school week and a year group team.
- Limit on after-school meeting time: where possible Pupil Progress meetings, SEN Meetings are planned into the school day and covered.
- Time for subject leaders to meet and complete tasks within the school day
- Weekly Assembly time PPA for teachers
- PPA time for teaching assistants who regularly take on extra responsibility
- Annual INSET day dedicated to report writing.
- Reduced planning - Maths and English planning done on slides and not paper based.
- Instant marking (Yellow and Green highlighters) *See marking policy.*

Training

- Whole school training events, including Safeguarding
- Access to appropriate internal training
- Weekly CPD through whole staff and key stage meetings
- Weekly meetings for teaching assistants
- Consultation on training and support needs through regular review
- CPD opportunities outside of school
- Regular Staff Appraisal to discuss and develop as professionals

Communication

- Involving all staff in decision making and proposed change e.g. timing of the school day, frequency of reporting to parents and so on.
- Daily staff briefings and an online school diary to ensure excellent and up to date information sharing
- Annual staff feedback sessions with SLT and Governors.
- Weekly office team meetings.

Support

- Access to support agencies including: Employee Advice Line 0870 240 2530 and Education Support Advice Line 0800 562 561
- Line manager system with SLT to offer support to employees.























Social













- Staff social events open to all employees.
- Dedicated staff room space free from 'work' as a place to relax with facilities to have lunch.

Pinner Wood School - WELL BEING CHARTER

'Take care of your employees and they will take care of (the school). It is simple as that' Richard Brason

The wellbeing of employees is a priority at our school - this is our commitment & offer.

	Values led school with all staff reflecting these values in their roles		Involvement of staff in big school decisions and school improvement priorities
	Strong ethos of communication – daily staff briefings, weekly team meetings		'Family first ethos' and a flexible approach to unmissable family events
	Regular school celebrations and incentives		Support team network – regular training sessions - commitment to CPD and future development
	Communication policy to protect home life		Trained Mental Health first aiders in school and available for support
	Free counselling service for staff, telephone or 1:1. Access to site play therapist		Dedicated staff room space free from 'work' as a place to relax with facilities to have lunch
	Free on-site parking		Regular staff social events open to all staff
	Line manager system with SLT to offer support to employees		Annual feedback sessions with staff and Governors
	Whole school training events, including Safeguarding, new initiatives, well-being		Return to work meetings and support after sickness
	Limited formal lesson observations instead we work in a supportive way – triads, learning walks etc		Appraisal for all staff focused on development and not data driven
	Annual flu jab for those staff requesting it on-site		Career development opportunities
	Open door policy of all SLT including urgent out of hours		A learning environment which supports well-being & calm

	Coaching available for every member of staff		Complimentary Christmas dinner for all staff
Supporting Work Load at Pinner Wood			
	Protected weekly PPA time and above national recommended 10%		Reduced planning in Maths and English in favour of slides
	Weekly PPA time with rest of phase		Commitment to limit after school meeting times – where possible whole key meetings within the working day
	Available leadership time for ALL leadership roles		Instant feedback to pupils in our marking policy
	Laptops and iPads for all teachers		Access to server and one drive so staff can work at home, if they prefer too (there is no expectation of this)
	Half Termly Middle Leader meetings (in working day) – for subject leads to meet collectively and discuss school development		Dedicated day for report writing