

## Wellbeing Strategy 2021

**Reviewed: Angela Gipson**  
**Reviewed by: November 2022**

### **VISION AND AIMS**

Moulsford Preparatory School's Wellbeing 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 and the Governors committed to the employment of a Wellbeing Leader in September 2019. The Wellbeing Leader, together with the Change Team, are responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

### **THE SCHOOL'S VISION STATEMENT**

Above all, Moulsford Preparatory School (the 'School') aims for boys to be happy, putting the boys' emotional wellbeing and mental health at the heart of the School's aspirations. We aspire that Moulsford boys are kind, polite, motivated, proactive, and resilient and aim to support one another and the wider community.

There are four key areas of a Moulsford education:

- Pastoral
- Teaching & Learning
- Co-curricular
- Boarding

However, the 'essence of Moulsford' centres around five core values:

- Happiness
- Opportunity
- Community
- Support
- Rounded

At Moulsford, we commit to making it our mission to promote resilience and positive wellbeing for all our pupils and staff. We understand wellbeing as the 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.

The role of the Wellbeing Leader includes:

- Identifying opportunities for staff training on wellbeing and mental health,
- Leading the Change 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.

GOALS	SUBJECT	WHAT WE WILL DO TO ACHIEVE THIS	DESIRED OUTCOMES
<p><b>Objective One</b> The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the Wellbeing Award.</p>	<p>Providing information about the award.</p>	<p>Introduce the award to all stakeholders, gain commitment of the Head and Chair of Governors.</p> <p>Enlist a Change Team to include a variety of staff, pupils and parents across the school community.</p> <p>Audit and evaluate where we stand with supporting mental health and wellbeing for staff, pupil and parents.</p> <p>Create an action plan for the process and monitor it at regular stages.</p>	<p>All staff, pupil and parents will have a deeper understanding about the WAS process and will be fully committed to embracing change for positive outcomes of support for mental health and wellbeing.</p>
<p><b>Objective Two</b> 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.</p>		<p>A vision statement will be created that embeds our desired outcomes. Include, into our action plan, any reviews and gaps in provision and address these.</p> <p>Review our provisions and how we currently support wellbeing and mental health.</p> <p>Take into account risk factors by using the zones of regulation.</p> <p>Create a strategy for emotional wellbeing and mental health.</p> <p>Approve the strategy with the SMT team.</p> <p>Share our strategy with the whole school community.</p>	<p>The whole-school community will play a part in creating the vision and will be included in the action plan.</p> <p>The whole-school community will understand the vision and embrace any learning around this by committing to the strategy.</p> <p>The School's provision for supporting wellbeing and mental health will be greatly enhanced.</p> <p>All staff involved in working with children within the school community will have a clear understanding of the risk factors for vulnerable pupils.</p>

<p><b>Objective Three</b> The School has a positive culture, which regards emotional wellbeing and mental health as the responsibility of all.</p>	<p>Understanding the importance of emotional wellbeing and mental health.</p> <p>Understanding the role of the Wellbeing Lead in promoting emotional wellbeing and mental health.</p> <p>Encouraging people to talk about mental health issues.</p>	<p>Ensuring that records are kept of raising awareness activities for staff, pupil and parents, whilst taking all stakeholders voices as evaluations.</p>	<p>All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues.</p> <p>Staff and parents will be able to recognise emotional health issues and respond appropriately.</p> <p>The School will be able to facilitate learning gaps around mental health and wellbeing.</p> <p>An environment will be created where everyone accepts and understands that positive emotional wellbeing and mental health is seen as the responsibility of all.</p> <p>The School strives towards creating an environment that reduces the stigma around mental health.</p> <p>Links with the whole-school community will drive the School's vision forward.</p>
<p><b>Objective Four</b> The School actively promotes staff emotional wellbeing and mental health.</p>	<p>Supporting staff emotional wellbeing and mental health.</p>	<p>The School will create a Wellbeing policy for staff.</p> <p>Staff will be offered supervision within the School through coaching or through appropriate services.</p> <p>A budget will be created for staff wellbeing along with planned wellbeing workshops for staff.</p> <p>Appraisal policies and procedures will specifically support the emotional wellbeing of staff.</p>	<p>Staff will feel more valued and have a greater sense of their own wellbeing in the workplace.</p> <p>An environment will be created where mental health is openly talked about, therefore the stigma around mental health will be reduced.</p> <p>Staff will be provided with a space to explore their emotional wellbeing within the School's appraisal systems.</p> <p>Finances through the school budget will be set aside for staff wellbeing activities and resources.</p>

		<p>Feedback and evaluations will take place regularly to engage the wellbeing needs of staff.</p> <p>Regular staff wellbeing questionnaires will be completed and the results analysed.</p>	
<p><b>Objective Five</b> The School prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<p>Promoting professional development and training for emotional wellbeing.</p> <p>Ensuring confidence and capacity among staff in addressing emotional wellbeing and mental health.</p> <p>Identifying mental health issues.</p>	<p>Staff development on emotional wellbeing and mental health will become part of the School Improvement Plan.</p> <p>The School will deliver a program of mental health training for all staff across the school community, this will include SMT, teachers, teaching assistants and other staff.</p> <p>The School will regularly assess the confidence among staff in responding appropriately to mental health concerns.</p> <p>The School will use the Wellbeing Manager module on iSAMS to record concerns around mental health and safeguarding concerns for all pupils.</p>	<p>Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately.</p> <p>Senior leaders within the school will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training, throughout the employee's career, with the School. This will enable staff to manage pupils with mental health needs in the classroom and school environment.</p> <p>The School will facilitate staff wellbeing needs, whilst improving productivity within the work place.</p> <p>The School will have a procedure for dealing with any mental health or wellbeing concerns.</p>
<p><b>Objective Six</b> 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>	<p>Supporting pupil and staff emotional wellbeing and mental health.</p>	<p>All pupils and staff will complete mental health screening questionnaires to raise any concerns and these will be acted upon appropriately.</p> <p>The School will network with any outside agencies or services, ensuring an information sharing process is in place.</p>	<p>The School will have a clear idea of the emotional needs of its pupils, parents and staff, interventions will facilitate any mental health needs across the school.</p> <p>The School will know who the vulnerable children and adults are in the school environment and support will be given.</p>

		A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the borough.	Signpost to agency services will be visual for all stakeholders, these will be shown on the School's website and newsletters.
<p><b>Objective Seven</b> The School actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.</p>	Engaging the whole-school community in emotional wellbeing and mental health issues.	<p>The views of staff, pupils and parents will be sought at regular intervals to gain an insight into ongoing needs for wellbeing and mental health.</p> <p>Hold parent workshops, to raise awareness of mental health needs of families.</p> <p>Parents will engage in Teen Tips, the wellbeing platform available to parents through the School's membership.</p> <p>Mental health workshops will be introduced to positively enhance family life and gain a deeper understanding of mental health needs.</p> <p>Mental health and wellbeing activities and assemblies presented to pupils and staff.</p> <p>Wellbeing mentors will help drive positive wellbeing amongst pupils.</p> <p>The School will create a wellbeing communication policy and ensure regular communications around wellbeing, are disseminated in the school environment via various means.</p> <p>Regular feedback questionnaires will take place to evaluate the School's approach to mental health and wellbeing.</p>	<p>The School will have a clear understanding of the emotional needs of its staff, pupils and parents.</p> <p>All stakeholders will understand the communication policy and adhere to it, this will provide excellent communications across the school community.</p>

<p><b>Objective Eight</b> The School works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.</p>	<p>Engaging other partnerships and specialist services in emotional wellbeing and mental health issues.</p>	<p>The School will create networks with other schools to share good practice of wellbeing and mental health support.</p> <p>The School will enlist key staff to represent the School at mental health forums, they will share this information and new learning with the School staff.</p> <p>The School will participate with local commissioning arrangements.</p> <p>The School will have strong links with outside services and agencies, therefore creating an effective referral process.</p> <p>A directory of agencies and services will be created and shared with staff and parents.</p> <p>Key staff will be continuously trained in the mental health field and will attend any mental health forums to keep up to date with CAMHS, Educational Psychologists, behaviour support and Public Health services.</p>	<p>Key staff will be continuously trained in the mental health field by the Wellbeing Leader (a mental health instructor), who will keep staff up to date with any changes in mental health learning and approaches. This will enable the School to provide excellent mental health and wellbeing support for all of the school community.</p> <p>The School will continuously take part in future commissioning projects and consistently gain feedback from all stakeholders of any needs for future services.</p>
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