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**Saxon Hill Academy: Mental Health and Well-being Strategic Plan 2022/23**

**Key Responsible People:**

Mel Newbury: Principal

Suzanne Walters: Senior Mental Health Lead

Kim Thomas: Designated Safeguarding Lead

Jo Baker: Wellbeing Lead

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| **Leadership and management** | **Action** | **When** | **Who** | **Success Criteria**  | **Monitoring and progress:****(Please evaluate each term)** |
|  | Draft a new mental health and well-being policy  | By April 2023 | SW / JB | The policy will have been shared with staff, parents and governors and made available on the school website | *Draft is ready to be shared with SLT and governors March 23* |
|  | Identify a governor lead for mental health and well-being to support the implementation of the new policy | By December 2022 | MN SWGovernors | Saxon Hill will have a link governor for the purpose of providing support and challenge to SW and SLT in relation to the mental health and well-being policy | *Jo Windsor is now our nominated governor*  |
| **Ethos and environment** | Develop a ‘nurture space’ in school for pupils to spend time if they feel they need to | February 2023 | SW / MC / JW | Pupils will know that they can go to the STAR roomRegulation stations will be in place and accessible for all | *Work has begun over Xmas holidays – need to send out info to all staff and to ensure that the space is always kept accessible* |
|  | Establish lunchtime clubs for pupils to spend time with Arlo within a safe and supervised space | February 2023 | SW / JB | Every week there will be at least one club that pupils can attend to spend time with Arlo | *Tuesdays and Thursdays identified as possible days*  |
|  | All classes will have accessible ‘safe spaces’ with regulation stations available to all pupils  | July 2023 | SW and all class staff | All pupils can access well-being resources that are accessible and appropriate to their needs | *Planned launch of ‘zones of regulation’ Children’s Mental Health week Feb 23* |
| **Identifying need and monitoring impact** | Audit pupil needs to identify those with SEMH included in EHCP and those with positive support plans. Those where evidence of interventions (assess-plan-do-review) are in place could justify a request for SEMH to be added to their plans | July 2023 | SW and class teachers | As a school we can be confident that our provision is effective and that pupils are being appropriately supported  |  |
|  | Develop use of emotion profiles alongside NETS to be embedded throughout school – to include support from EdPsych | July 2023 | All staff | Emotion coaching and NETS is embedded throughout school with a regular cycle of refresher training in place for all staff | *Marnie Aston to present to teachers 25/01/23* |
| **Curriculum, teaching and learning** | Develop more targeted lessons for pupils within the formal pathways to support the identification of their feelings and how to develop self-regulation strategies1:1 targeted session with all pupils in one class to trial regulation station Ensure that all the lessons are shared with PSHE lead and audit other materials to ensure that all are linked and aligned to the ethos and policy | December 2022March 2023July 2023 | SW / Ash ClassSW / Ash ClassSW WA | Ash Class will have worked with SW to develop some common language about feelings and how to understand other people. 1 lesson to focus on identification of things that can cause individuals’ anxiety and 1 lesson to focus on strategies | *Lessons have been successful and regulation station has been put into place in class**Timetable in place for 1:1 sessions* |
|  | Develop targeted lessons for all pathways in school – focus on Zones of Regulation, adapted for all learning and access needs | July 2023 | All classes | Across whole school, all pupils will access targeted teaching to support their well-being | *Need to arrange meeting with teachers / mental health team* |
| **Student voice** | Meet with school council to discuss views on well-being and how we can improve in school | April 2023 | SW/ IJSchool council | A meeting will be held, and outcomes shared with SLT –any additions to be added to the strategic plan |  |
|  | Ensure that all pupils are given opportunities to express their feelings and for them to be understood by key staff | July2023 | All school staff | Use of emotion profilesTargeted teaching of regulation strategies across all pathways in place in schoolReinforcement of zones of regulation teaching evident across school - \*link to mental health week? |  |
| **Staff development** | Reinforcement of all staff wellbeing support including Employee Assistance programme– display posters around school and reinforce within briefings | Dec 22 | SLT  | All staff working at Saxon Hill will be informed of the support that is available to them | *Posters displayed around school**MN has prepared an umbrella poster to reinforce what is available to all staff* |
|  | Share annual wellbeing staff surveys with all staff to gather views | April 23 | SW / SLT | SLT will have a comprehensive overview of staff views on the well-being of pupils, families, and staff |  |
|  | Trial development of a staff newsletter – gather feedback and evaluate | April 23 | SW / sprint focus? |  | *Need to discuss with SLT*  |
| **Parents, carers and families** | Launch parent workshops to include transition support – include Emotion Coaching and offer of support from virtual school programme | December 22 | SLT / middle leaders | All parents/carers will have access to information workshops that can support themselves and their children. | *One held so far (communication focus)* |
|  | Survey parents for ideas of ways that school can support their well-being and their children’s. | April 2023 | SW / link governor | We will be able to understand parent/carers views of what they feel we could do better to support pupils |  |
| **Targeted support and appropriate referral** | Develop the mentoring programme alongside JB to support pupils with a low level of need | April 2023 | SW / JB | All pupils will have access to a mentor should the need arise (need to specify referral process) |  |
|  | Draft an assessment tool that can meet the needs of our pupils based upon the SDQ and involving parents/carers and pupil voice | July 2023 | SW / JB / linked governor  | A tool will be drafted and shared with key professionals for feedback with a possible launch for September 2023 |  |
|  | Share the pathway of support available in Staffordshire with all staff and parents (include also in policy) | February 2023 | SW | Everyone will be informed of the appropriate pathways for support for all pupils. |  |