

WELL-BEING POLICY

POLICY

St. Nicholas School believes that Well-being is central to the learning and life potential for everyone, and invests in steps that promote and protect the well-being of all involved with the school. At the heart of our ethos around well-being is the belief that our well-being is our own responsibility, but that there are times within our lives when more support may be necessary. The school is well placed to provide support, or signpost to external services in these instances. St Nicholas has a 'well-being team' which was formerly the Family Support Team. The title was changed to acknowledge the wide ranging work the team undertakes. Additionally the school has a 'Creative Therapies' team which includes 3 BACP registered counsellors, 1 PTUK registered Accredited Play Therapist, 1 Music Therapist, 1 BACP registered Child Counsellor, 1 Reflexologist, 1 Massage Therapist, 2 Mindfulness trainers, as well as trainee Child Psychotherapy students on placements here. In addition there are staff who deliver Youth and Adult Mental Health First Aid, and staff who have attended this training. This document is a statement of the aims, principles and strategies as well as ethos and practices regarding well-being within St Nicholas school.

AIMS

- To define what we mean by well-being
- To describe our rationale for promoting and protecting well-being within the school
- To set out what the school offers in order to meet need

DEFINITION

St Nicholas school defines well-being as a feeling of being well, consisting of a feeling of purpose and meaning in life, personal growth and development, positive relationships with others and feelings of personal mastery and autonomy. The school believes that this can be achieved by a state of balance between both challenging and rewarding life events.

ETHOS AND PRACTICE

The ethical framework of all the well-being work is embedded with principles of justice and equality. This means that fair and impartial treatment will be offered with equitable access for all. All well-being work operates within frameworks that:

- Enables children to develop emotionally, socially and academically to their full potential
- Respects human rights and dignity
- Ensures the integrity of relationships
- Enhances the quality of professional knowledge and its application
- Alleviates personal distress and suffering
- Fosters a sense of self that is meaningful to the person(s) concerned
- Increases personal effectiveness

POLICY INTO PRACTICE: THE APPROACHES

WELL-BEING OFFER FOR PUPILS

All teachers working within St Nicholas school should have some basic awareness of pupil well-being. This means that on a day to day basis, pupils general well-being needs can be met within their classes, working with the teachers and support staff, with whom they have a positive working relationship. Where this is deemed to be an area that needs support for teacher and TAs, additional training will be put in place. This may be met within Induction training, as well as INSET days training. Staff may be invited to attend Youth Mental Health First Aid training.

Some staff have had additional training in resilience and mindfulness and these approaches should be employed to benefit pupils. Where there are instances of pupil well-being being affected by trauma, as defined by the pupil and the school, then a referral should be made to the Creative Therapies team. The team will then triage the referral and look for appropriate and available therapists, as detailed above to meet need. There may be a waiting list at times. In the event that school-based therapy team cannot support the child or young person, a referral will be made, with the family, to CAMHS.

Gentle Touch Reflexology is applied to the hands or the feet and is suitable for all abilities of pupils. This therapeutic gentle touch can have a positive effect on a pupil's wellbeing. It communicates caring, supports relaxation, helps to manage illness and provides an opportunity for children to experience appropriate human touch in a professional setting. The sessions are interactive with pupils making their needs known through eye contact, gesture and verbal request. It is also consistent thus providing comfort for PLMD and ASD pupils.

WELL-BEING OFFER FOR STAFF

St Nicholas school is a community of learners, and the ethos is one of support and challenge. Staff have responsibilities for their own well-being, however, we acknowledge that there are times in people's lives that can be difficult and challenging, and that these times may impact of an individuals' abilities. During these times, staff may self- refer to the well-being team in order to access well-being sessions. In some instances a meeting with a manager may be sought, and a referral to the schools' Well-being team may be suggested. Work with the well-being team would include drawing up a well-being plan, and a time-limited piece of work may be offered. In the event that further referrals may be necessary, staff may to choose to seek external support for their difficulties. In these circumstances, adherence to the Staff Codes of Conduct as well as the schools' Absence Management policies should be followed. Staff may be invited to attend Mental Health First Aid (Adults) training. Some staff have had additional training in mindfulness and these approaches should be employed to benefit their personal well-being.

WELL-BEING OFFER FOR PARENTS

The Well-Being Team are well placed to support parents and families with regards practical issues, such as form filling and referrals to other agencies. At times a home visit may be useful. In most instances, the well-being team can sign-post families to avenues of support.

MONITORING AND REVIEW

This policy will be monitored on a bi-yearly basis by the well-being team to keep up to date with any adjustments to statutory legislation or curriculum and any changes will go via the Governing Body when necessary.

The school monitors the effectiveness of the aims, content and methods of this approach and draws upon expertise within the school and relevant other agencies.

EQUALITY, SAFEGUARDING AND EQUAL OPPORTUNITIES STATEMENT

St Nicholas School, in all policies and procedures, will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group, including gender, sexual

orientation, family circumstances, ethnic or national origin, disability (physical or mental), religious or political beliefs.

St Nicholas School aims to:

- Provide equal opportunity for all
- To foster good relations, and create effective partnership with all sections of the community
- To take no action which discriminates unlawfully in service delivery, commissioning and employment
- To provide an environment free from fear and discrimination, where diversity, respect and dignity are valued.

All aspects of Safeguarding will be embedded into the life of the school and be adhered to and be the responsibility of all staff.

LINKS TO OTHER POLICIES

SAFEGUARDING
CREATIVE THERAPIES
HEALTH AND SAFETY
ABSENCE MANAGEMENT
STAFF CODE OF CONDUCT
PSHE CURRICULUM
PERFORMANCE MANAGEMENT AND CAPABILITY

NATHALIE AKHMATOVA
WRITTEN TERM 5 2020
RATIFIED BY THE LCS COMMITTEE IN THEIR MEETING ON 7TH MAY 2020.