Valley Primary School Wellbeing Strategy



Wellbeing Strategy Operational Action Plan

The implementation of the wellbeing strategy will be driven by this operational action plan as well as the separate Wellbeing Award for schools action plan.

Theme	1: Leadership and Management			
Action ref.	Action description	Person responsible	Due date	Comment
1.1	Wellbeing award action plan is completed and submitted (see separate WAS action plan)	RJC	June 2019	
1.2	Ensure emotional wellbeing is referenced in the school's improvement plan and is monitored by the SLT	RJC	Sept 2019	
1.3	Identify suitable wellbeing champions across the whole school community who can support the implementation of the action plan. Ensure the actions are adequately communicated and support is in place for champions in their roles	RJC	Ongoing	
1.4	 Implement a system whereby if there is a significant change to work processes or procedures and curriculum changes, that a wellbeing representative is consulted to undertake a wellbeing assessment. Wellbeing assessment to include: Timetabling pressures Expectations on pupils, particularly in relation to presentation of work Expectations on staff and impact on workload 	SLT and wellbeing committee	Ongoing	
1.5	Identify wellbeing related documentation and resources to be shared with the whole school community and liaise with IT lead to identify IT opportunities for dissemination	RJC	September 2019	
1.6	Identify budget requirements in order to support implementation of the wellbeing actions and ensure this feeds into the school's overall budget	SJ/CM	September 2019	



	setting process			
1.7	Review the process of producing school reports to identify scope to make	YM	April 2020	
	less onerous			
1.8	Explore opportunities for the future to access play therapy and family	SLT	July 2019	
	worker			

Theme	2: School ethos and environment			
Action ref.	Action description	Person responsible	Due date	Comment
2.1	Review the school council, peer mediator and sports leaders structure so that each team sits within an overall wellbeing pupil support team	RJC	September 2019	
2.2	Update the content of the school council, peer mediator and sports leaders training to include a wellbeing component	RJC	October 2019	
2.3	Define all opportunities (formal and informal) for pupils to talk about how they feel and how to ask for help and share with all pupils on a regular basis	RJC	October 2019	
2.4	 Identify practical ways in which the following can be incorporated as part of the curriculum and school activities and implement: Promote and value diversity Building a sense of belonging Encouraging positive relationships 	SLT		
2.5	Review the successful approaches such as positive reinforcement and other behaviour strategies, to identify strategies and approaches that could be applied to wellbeing	RJC	September 2019	
2.6	Understand how the outdoor space and the natural environment can have a positive impact on wellbeing and identify opportunities that can be implemented	RJC to liaise with lead person	October 2019	
2.7	Review playtime provision to identify ways in which wellbeing is monitored, issues identified and acted on. To identify ways in which the playtime can be an opportunity to enhance wellbeing	RJC to liaise with lead person		



2.7	Review the learning walks process and implement a wellbeing	RJC/KB	November 2019	
	component through specific questions / points to observe and			
	disseminate to staff			

Theme	3: Curriculum and learning			
Action ref.	Action description	Person responsible	Due date	
3.1	Update the PSHE and other components of the curriculum to include emotional wellbeing. Define key points that need to be included in any wellbeing learning	RJC/JB	December 2019	
3.2	Liaise with other schools in the Trust and partner organisations to identify learning strategies and share good practice	RJC		
3.3	Define areas in the school or specific groups of pupils that may have more significant wellbeing needs, for example transitions stages, intensive testing periods and identify if any there are any further wellbeing strategies required	SLT/Place2Be/ School Wellbeing service		
3.4	Investigate how social media and digital resources can have a positive as well as negative impact on wellbeing. Incorporate this understanding into the digital safety programme	CI	Ongoing	
3.5	Investigate the link between the arts and creativity and emotional wellbeing and determine if any adjustments to the school curriculum in this area would enhance emotional wellbeing	NM	Ongoing	
3.6	Undertake a review of the new curriculum to identify if there are new / further expectations around wellbeing and assess how the new curriculum may have an impact on emotional wellbeing	Subject leads	June 2020	

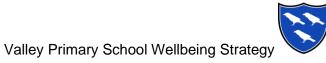
Theme 4	4: Staff development, health and wellbeing			
Action	Action description	Person	Due date	Comment
ref.		responsible		

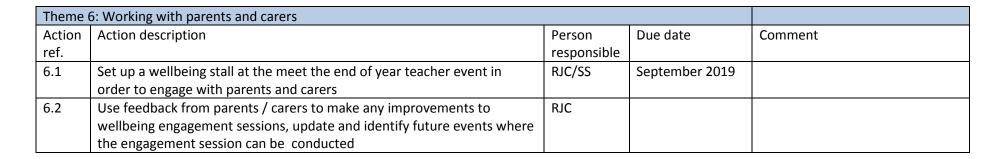


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4.1	Create and regularly update a wellbeing board for staff in the staff room	SS	June 2019	
4.2	Review the appraisal process so that there is flexibility in terms of time, to allow staff to have a meaningful and collaborative conversation about their personal wellbeing. To include the impact professional role may be	KB/RJC/SJ	October 2019	
4.3	having outside work and be able to discuss strategies/support to addressConduct a session with those that appraise others, to identify how a	RJC	September 2019	
т.5	meaningful conversation can be encouraged as part of the appraisal process, the approach that may be used and encouraging an environment of trust and safety, for staff to share			
4.4	Identify ways in which staff can be supported to feel more comfortable about their own personal wellbeing and highlighted concerns outside the appraisal process	SJ	October 2019 Review July 2020	
4.5	Conduct a feedback session with staff to list the 'pinch points' and risk factors that can impact on staff wellbeing and identify actions that may support staff during these times	RJC	December 2019	
4.6	Explore and define opportunities / support for staff who highlight personal wellbeing concerns		Ongoing	
4.7	Review the induction process to ensure all new starters are provided with up to date information in a timely way			
4.8 4.9	Ensure both appraisal meetings and regular support staff meetings enable staff to raise concerns if they feel improvements in	КВ	October 2019	
	communication and teamwork are needed. Check in that staff are feeling valued in their roles.	NM	December 2019	
4.9	Quiet / private space for staff	SLT		

Theme	5: Identifying need and monitoring impact			
Action	Action description	Person	Due date	
ref.		responsible		
	All actions within this theme are defined within the WAS action plan,	RJC	December 2019	
	objective 6.			





Theme	7: Pupil voice			
Action ref.	Action description	Person responsible	Due date	Comment
7.1	Implement a 'you said, we did' approach to school council, peer mediators etc	RJC	December 2019	
7.2	In all pupil engagement opportunities, ensure this enables engagement at all levels and particular groups such as those with disabilities, special education needs and looked after children	RJC	December 2019	

Theme 8	8: Targeted support and appropriate referral			
Action	Action description	Person	Due date	Comment
ref.		responsible		
8.1	Work with Place2Be, to produce a suitable questionnaire / wellbeing	RJC	October 2019	
	feedback tool to assess impact of interventions			