

Beechen Cliff Wellbeing and Mental Health Strategy 2022/23

The school vision:

To enable pupils to achieve their aspirations and become well-rounded, confident and compassionate individuals who go on to live a fulfilled life and make a positive contribution to society.

Best hope for wellbeing & mental health:

Pupils lead happy and healthy lives, thriving as individuals and making a positive contribution to society.

The school's goal for its wellbeing and mental health strategy is:

To create a culture of openness about wellbeing and mental health, encouraging everyone to talk about feelings, listen to one another and promote their ability to bring about change for the better.

The strategy has three broad aims:

1. Creating a proactive positive mental health culture - placing a high priority on wellbeing and mental health as part of our vision for pupils and students and staff.
2. Keeping mentally fit and healthy - developing pupils' and students' emotional literacy and teaching them how to be proactive about keeping mentally fit and healthy.
3. Responding when things are difficult - ensuring pupils and students have somewhere to turn when they have a crisis, need some help or just want to talk.

The aim for Staff

Staff to feel positive about their wellbeing and to feel listened to and supported by school leadership. Staff to feel their wellbeing is considered important.

Summary of Objectives for 2022-23:

1. Improve understanding of mental wellbeing, how to support others and where to access further support
2. Continue to develop the role of the mental health / wellbeing ambassadors
3. Introduce anonymous reporting tool to ensure students are comfortable in coming forwards with concerns
4. Promotion of 'can-do' culture rather than a deficit focus, including the pivot from talking about mental health to wellbeing and mental health.
5. Ensure staff feel their wellbeing is considered by the school leadership and feel supported in their role

The following actions are planned to help us work towards our objectives

Actions	Responsible
<i>Pupils/Students</i>	
Maintain funding for Solution Focussed and other counselling (Off the Record and Mentoring Plus) in school	TDM
Ensure wellbeing provision through the PSHE curriculum is strong (PSHE lessons and tutor sessions)	ALW/PEN
Ensure the Mental Health Lead completes the B&NES training	PEN/MAM
Implement two wellbeing and mental health assemblies per year group through the academic year (one with testimony assemblies)	MAM/SLI/TGR
Additional Solution Focussed Training for Staff	TGR
Work with Boys in Mind on another set of films	KMa/MAM
Ensure Mental Well-being has a constant presence in the school newsletter	SLI/TGR
Ensure parental engagement through Solution Focussed online Forums/Meetings	SLI/TGR
Update information on the School Website	MAM/TDM

Develop the Role of the Mental Wellbeing Ambassadors (working with Boys in Mind)	ALW/PEN
Undertake pupil surveys for feedback	TDM/MAM/LGB
Undertake pupil focus groups	TDM/LGB
Development and promotion of anonymous reporting form for concerns	MAM
Zero tolerance to bullying and discrimination clearly explained to students and demonstrated by actions including support, sanctions and education (Education through lessons, assemblies and tutor sessions and the annual Pledge of Respect)	MAM
Introduce anti-bullying ambassadors	ALW
Write Wellbeing Hot Topics for Staff around well-being to promote knowledge as part of the Safeguarding Hot Topics Programme	MAM
Introduce and enforce consistent routines into tutor time to provide clarity of expectations for pupils, reduce anxiety and set up effectively for the day ahead	MAM
Review and update the reflection element of sanctions (e.g. detention reflection sheets) to enable a solution focussed approach and restoration.	MAM
Pupil Passports to be created for SEMH pupils to support staff in working with them.	MAM
<i>Staff</i>	
Staff wellbeing to be considered when designing and implementing new initiatives	All of SLT
Undertake staff surveys for feedback	TDM/MAM
Undertake staff focus groups	TDM
Implement staff wellbeing suggestion form	CCA
Ensure there is a comprehensive CPD Programme in place	SSU/DPO

Implement Headteacher's Q&A sessions	TDM
Ensure nice activities are in place e.g. staff socials, free INSET lunches, pastries after parents evenings etc.	TDM/AJS
Create staff workload group to review this	TDM