



Well-Being Principles

Principles

'Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.' (World Health Organization)

Our Christian vision shapes all we do so that all pupils and staff can flourish. We aim to promote positive mental health for every member of our staff and all our pupils.

In addition to promoting positive mental health and wellbeing, we aim to recognise and respond to need as it arises. By developing and implementing practical, relevant and effective mental health and wellbeing policies and procedures we can promote a safe and stable environment for both staff and pupils affected both directly, and indirectly by mental health and wellbeing issues.

We aim to:

- Promote positive mental health and wellbeing in all staff and pupils
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of poor mental health and wellbeing
- Provide support to staff working with young people with mental health and wellbeing issues
- Provide support to and/or signpost staff and pupils suffering mental ill health

To do this we will:

- Ensure our vision reflects our commitment to reducing workload and creating a working environment that is focused, purposeful and considers individuals' wellbeing.
- Ensure all staff and pupils are treated with dignity and respect.
- Ensure all staff and pupils are protected from bullying and harassment.
- Create a culture of care and encouragement, a sense of hope.
- Encourage stress awareness throughout the school – promoting stress as a serious issue rather than a weakness.

- Actively try to eliminate stressors in the school
- Ensure there is a whole-school approach to mental health and wellbeing embedded within leadership practice, the curriculum, the school's vision and associated values, and the social and physical environment.
- Create a positive and supportive atmosphere throughout the school.
- Develop a sensitive performance management process that is linked to clear job specifications.
- Include all staff in the school's decision-making processes, where possible.
- Organise extra support for staff at times of increased stress
- Ensure staff have a fair and reasonable workload, including policies on marking, planning and data management.
- Ensure staff roles and responsibilities are clearly defined and monitored.
- Ensure that all school policies are assessed for workload impact.
- Provide high-quality training and CPD opportunities that meet the needs of individual staff members.
- Provide CPD which equips staff with the tools needed to effectively manage stress.
- Continue to review staff workload and ensure it always remains manageable.