Wellbeing Strategy 2023-2026

Foreword

I am pleased to welcome you to Active Support's Wellbeing Strategy.
Our strategy looks at the areas of wellbeing and mental health that we believe can make the most difference to our staff, pupils and parents in the school community. Our aims are to ensure that all stakeholders are able to maintain positive wellbeing and mental health, for best possible outcomes in life, no matter what the circumstances are.

Strategic overview

To implement the above vision, the Head teacher and Governors are committed to the employment of a Wellbeing Manager and he is Mike Hewitt. The Wellbeing Manager will be responsible for promoting the wellbeing and positive mental health of pupils, staff and parents.

Vision Statement

At Active Support we are committed to making it our mission to promote resilience and positive wellbeing for all our pupils and staff. We understand wellbeing as state of being comfortable, healthy and happy. We will drive the message forward, to ensure that mental health is "everyone's business" across the whole school community. We will strive to create an environment that has a whole school approach, in providing excellent mental health support, understanding and intervention. We will put Wellbeing at the heart of our school to ensure successful learning and commit to our policies reflecting this.
Our Vision: We believe small changes make a big difference in improving our learners' lives, mental health and general wellbeing. This is the foundation for future success.

Our Mission: To deliver high quality personalised learning programmes that inspire learners to re-engage in education and support their positive development in mental health and wellbeing.

The Wellbeing Manager is to include the following into their role:

- Engaging parents and promoting family wellbeing
- To work with the Change team to ensure Therapeutic play sessions to support the emotional needs of vulnerable children
- Delivering staff supervision and reporting to SLT any concerns and actions.
- Working with the SLT and HR to delivering bespoke staff training on wellbeing and mental health
- Leading the CHANGE TEAM, to drive positive wellbeing across the whole-school community
- To lead on the Wellbeing Award for Schools
- To plan and create an action plan for the WAS process
- To evaluate the impact and outcomes, based on the action plan

Goals	What We Have Achieved/ Where We are Now	How We Know This/ Key Evidence	Next Steps/Further Desired Outcomes
Objective One – The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award	All staff are in the process of completing Wellbeing and Mental Health training in order to recognise signs and symptoms of mental health. The Wellbeing team have been selected in each Unit to work with the Wellbeing Manager and change team to promote and deliver emotional wellbeing throughout the school. A Wellbeing manager has been selected and is currently going through external training in order to be able to deliver mental health first aid training. Pupils have elected a Well-being rep for each unit. They have undertaken in house training on role and expectation. All students have completed well-being work sheet which have been added to students planner Parents and carers have been involved with questionnaires, well-being is reflected in reviews of each students to hear parent views and voice. They have	Training records are checked Reporting system is in place Election week took place 9th December Addition worksheet on well-being have been added to students planners Generalised views from parents are that they are very happy with how staff look out for and manage pupil wellbeing.	Monitor and action Review training needs Continued CPD Send out another questionnaire to gain more data later in year to see improvement and identify further needs.

	access to a newsletter, displays improved in reception.	We also saw a parent approach a member of the wellbeing team to get some help regarding their own mental health	
Objective Two – The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all involved with the process	Our vision is to ensure the whole school is aware of the importance of protecting emotional wellbeing and mental health within the school. This is communicated through staff meetings, staff training days and procedures such as Induction and mandatory training Set up Wellbeing notice boards and Newsletters Display a wellbeing tab on the Website for parents	We check this through staff meetings and supervision with staff. The Wellbeing manager is working with all centres to ensure communication The SLT report back to the Head Teacher on progress	Review communication channels by staff meetings and training schedules. Wellbeing manager and change team review process
Objective Three – The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility of all	The Wellbeing manager with the Change team and Wellbeing team promote the positive culture of Mental Health and Wellbeing Staff and students have access to therapists and mentors where they are supported in 1:1 sessions. Students identified and referred by staff as a result from concerns, information received for outside	They do this through new letters and noticeboards, posters and through AQA PSE PSHE workshops Unit referral Whole school approach Inter-agency work and collaboration.	Increase in AQA's delivery and certificates – more pupils undertaking the PSE Monitored by results and behaviour More students accessing sessions with trained therapist

	agencies or schools, meetings, parents etc. Staff are able to approach wellbeing being team, managers have an open-door policy where staff can report concerns and well-being reported in supervisions	Whole school approach and procedures in place	Staff using therapist, use of the gym within working hours, well-being support team and managers aware of signs that staff may need additional support.
Objective Four The School actively promotes staff emotional wellbeing and mental health	Through staff training, induction and promoting healthy life options Set up staff gym sessions, team building exercises and social events. Allow staff to have flexi hours when needed support bereavement with counselling Support difference cultures i.e. Eid, ~Secret Santa – money raising for MacMillan Cancer	Posters in staff room and around the school, talked at staff briefings and meetings Information sent out to all staff through emails.	£350 raised for cancer research 92% of staff Eid celebration 90% Secret Santa Feedback from staff who use the gym sessions
Objective Five The school prioritises professional learning and staff development on emotional wellbeing and mental health	CPD: Now includes Wellbeing and Mental Health online training 2 new ELSA trained staff 1 new mental health and Wellbeing Manager external trained to train Mental health First Aid.	We copied all certificates and are in personal training files. Senior staff trained ELSA feed back and train staff. Mental health first aider list in all centres.	More staff trained there ever before Staff questionnaire showed an increase in staff awareness and confidence.

	Mental health first aiders in all units Training days include update and whole school approach to wellbeing. All new staff on induction are informed about our wellbeing policy and training Whole school got involved in selecting the Vision statement Celebration of birthdays	Induction is recorded	
Objective Six The school understands the different types of emotional and mental health needs across the whole-school community and has systems in place to respond appropriately	Staff are recognising and understanding the different types of mental health needs across the school. These are reported immediately on our CPoms systems the DSL with the Wellbeing manager will discuss what action is needed and the SLT will be advised.	Recorded on Cpoms and AP tracker Reports to schools and parents	All reported incidents are followed up by the SLT. Appropriate action is taken and recorded Centre managers will monitor and report back

Objective Seven The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health	We do this through New letters home to parents, the managers will phone parents and report any wellbeing concerns. Parents and staff discuss any issues at reviews and meetings. The website has been updated and now includes a Parents Tab for information and news. Wellbeing and Mental Health in included in everyday meetings Staff know there is an open door policy.	News Letters go out to parents and carers termly. A counsellor is available to all staff for emotional support free of charge paid for by the school. Flexi working is available to staff that need it. Wellbeing monitoring is available to those pupils who have been identified , we work closely with external agencies and support professionals working with our pupils, CAMS, Chums etc. Weekly briefings gives staff the opportunity to identify pupils and set up support.	Free to all staff We are accessing AQA's and introducing new ones if needed – this is monitored by the Directors SENCO (Louise) monitors SEN Pupils Staff are able to approach managers who in turn advise HR regarding staff needs.
Objective Eight The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health	We work with all the schools who refer to us, we attend all the SENCO meeting for schools in Luton, we work with Chums and Edwin Lobo, Early help and Children in Need, Social workers, Health practitioners We work very closely with ACE and Alps and local authority to provide all the support of our pupils	Reviews, referrals system External agency meetings. Early help.	This is monitored through reviews, attending meeting outside agencies, the referral co-ordinators meetings and then shared with school.