



Kensington Primary Well-Being Policy 2022-2025

Policy Statement

Introduction

At Kensington, our vision is of a place where everyone loves to be. Our wellbeing is a big part of this as it affects how we relate, interact, learn and grow. Ultimately, the day-to-day ethos and approach we have at our school has an impact on the well-being of all of us, therefore at Kensington we strive to promote well-being through some of our strategic goals. The goals that promote wellbeing are; that we be the best we can be, we are all in this together and that we take care of ourselves and each other.

We make it a priority at Kensington to listen to everyone's ideas and opinions and that we are all looking after each other. This includes staff, parents, carers and children. All of the below approaches and initiatives have been generated and developed through discussion and consultation and we are constantly looking to improve our approach and provision for well-being.

Well-Being is a balance between our personal resources and the challenges we face in our everyday life. We strive to ensure that Kensington is a place where everyone can build on these resources and learn how to deal with these everyday challenges. We have focused on developing a three-tiered approach. Primarily we promote and maintain everyone's well-being, then to teach emotional health through our curriculum and finally a targeted approach for mental health.

The department for Education recognises that, in order to help their pupils succeed: schools have a role to play in supporting them to be resilient and mentally healthy.

Well-Being is defined as;

“The state of being comfortable, healthy, or happy.”

<https://familydoctor.org/mental-health-keeping-your-emotional-health/>

“A resource for everyday life, not the objective of living. Health is a positive concept emphasising social and personal resources, as well as physical capacities.”(World Health Organization 2014)

Emotional Health is defined as;

Emotional health is about how we think and feel. It is about our sense of wellbeing, our ability to cope with life events and how we acknowledge our own emotions as well as those of others.

<https://www.samaritans.org/how-we-can-help/schools/deal/deal-resources/emotional-health/emotional-health/>

Mental Health is defined as;

“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 2014)

To promote wellbeing Kensington Primary School aims to:

- establish a shared vision of health and wellbeing for all
- be open, collaborative and responsive
- engage and work with parents, carers, and all stakeholders to provide children and young people with positive and formative experiences, which promote and protect their emotional and physical health
- promote the well-being of all within the school community and develop arrangements to support their emotional and physical wellbeing
- respond sensitively and appropriately if a critical incident takes place within the school community, and have a contingency plan in place to enable this to happen.

Our approach will be carried out by:

- ✓ Leadership and management – championing wellbeing in the school
- ✓ Ethos and environment that promotes equality and diversity
- ✓ Emotional Health curriculum implemented to promote resilience and support the emotional health of pupils
- ✓ Staff well-being provision to support their own wellbeing and that of others
- ✓ Enabling pupil voice to influence decision making
- ✓ Working with parents and carers
- ✓ Targeted support and appropriate intervention

All staff have a responsibility to promote the wellbeing of pupils and designated staff have certain responsibility to promote wellbeing with staff and parents.

Staff with a specific, relevant responsibility includes:

Designated Safeguarding Officers- Mrs Omole, Mrs Radhakrishnan, Mr Levinson, Mr Raza

SENCO – Mr Nichols

Lead Mental Health First Aiders- Mrs Omole, Mr Leeks, Mrs Amin

Parent’s Well-being Lead- Mrs Amin

Emotional Health Team- Mrs Amin, Mrs Riaz, Miss Elliot

Physical Health Team- Miss Cowx, Miss Isaac, Mr Hunjan

Pupil Wellbeing

It is our vision that all children are entitled to develop to their fullest potential academically, socially, emotionally, enabling each child to grow in confidence and be able to fully participate in everything that goes on in the wider community with confidence. It is widely recognised that a child's emotional health and wellbeing influences their cognitive development and learning, as well as their physical and social health and their mental wellbeing in adulthood.

Pupil Wellbeing support and intervention

Whole school approach	<p><u>Connect with other people</u></p> <p>Emotional Health curriculum</p> <ul style="list-style-type: none">○ Emotional Health lessons○ Pupil voice – communication skills Emotional literacy skills <p>Teaching and learning approaches</p> <ul style="list-style-type: none">○ Self-regulation strategies linked to behaviour management,○ Vulnerable Children meetings – half termly○ Educational visit○ External visitors○ Year groups working together <p><u>Be physically active</u></p> <ul style="list-style-type: none">○ Physical Health curriculum○ Clubs○ Competitions○ Work out Wednesdays <p><u>Learn new skills</u></p> <p>This is something our children are doing every day!</p> <p><u>Give to others</u></p> <ul style="list-style-type: none">○ Assemblies○ School Council○ Sport Leaders○ Supporting and raising money for Ramp○ Kensington Foodbank○ WE charity○ Emotional health- give to others curriculum
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	<p><u>Pay attention to the present moment</u></p> <ul style="list-style-type: none"> ○ Daily Emotional Health journal ○ Talk boxes ○ Place2talk
<p>Targeted Support</p>	<p>CAMHS</p> <ul style="list-style-type: none"> ○ Engagement with individuals through TAF, TAC, TAS involvement- support from half-termly CAMHS intervention, HeadStart, Place2be and Educational Psychologist. ○ Virtual School Heads are aware of the information for Looked After Children. <p>Occupational Therapy</p> <ul style="list-style-type: none"> ○ 1:1 sessions for targeted pupils <p>Well-being interventions</p> <ul style="list-style-type: none"> ○ Nurture groups ○ Friendships groups ○ Planned target setting conversations with parent and child ○ Chatter Box – Nursery ○ Reflection room <p>Place2be Counselling service</p> <p>Bounce Back Champions year 5 and 6</p> <ul style="list-style-type: none"> ○ Bounce back groups <p>Speech Bubbles year 1 and 2</p> <p>KPS Behavioural Plan</p> <ul style="list-style-type: none"> ○ Targeted behavioural plan for pupils ○ Personal Educational Plan (PEP) for LAC

Staff Wellbeing

We have a moral purpose to ensure that all staff are well, healthy and happy. We also have a responsibility to look after each other. At Kensington Primary School, we want to ensure that all staff are supported and encouraged to develop personally and professionally. We recognise that staff's wellbeing is important to pupil achievement and the school's overall performance.

We are committed to making sure that staff have the resources available to cope with demands in their life and are supported by us, so that each individual is able to cope successfully with the demands in their life. All staff must encourage the creation and maintenance of an atmosphere where we feel comfortable asking for help or raising concerns. All staff should be sensitive to any problems which may cause work stress-related issues and should act in a professional, fair, consistent and timely manner when a concern arises.

Staff support

Whole School Approach	<p><u>Connect with other people</u></p> <ul style="list-style-type: none">○ Team building activities during insets○ Staffroom as a place to relax and socialise○ Staff Night○ Laid back lunch○ Quiet space○ Chats with Ben <p><u>Be physically active</u></p> <ul style="list-style-type: none">○ Workout Wednesdays.○ All encouraged to join Fitness and Skills 4 Life lessons with children.○ My Zone belts for UKS2 staff and Physical Health Leads.○ Reduced gym membership.○ Staff sports clubs <p><u>Learn new skills</u></p> <ul style="list-style-type: none">○ Staff library○ Personal study time○ Professional development focused on developing skills and knowledge, not on targets○ Regular CPD for all teaching staff.○ Personalised CPD plans○ Opportunities for learning and development through the Trust. <p><u>Give to others</u></p> <ul style="list-style-type: none">○ Kensington Heroes○ Coaching○ Community projects/supporting charities○ Food Bank○ Secret Friends
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	<p><u>Pay attention to the present moment</u></p> <ul style="list-style-type: none"> ○ Relaxation room ○ Wellbeing day ○ Flexibility around PPA
Targeted support	<p>Specific support</p> <p>SAS Healthcare: Everyone has access to SAS Healthcare. This includes:</p> <ul style="list-style-type: none"> ○ 5 free sessions of Stress or Relationship Counselling ○ 5 free sessions of physiotherapy ○ 12 weeks of Slimming World membership ○ Menopause support ○ 15 minutes consultation with a nurse about current lifestyle and risk factors ○ Chronic illness support <p>There is also access to online doctor's appointments and a 24hr GP helpline.</p> <p>Place2Be offers counselling for everyone through the in-school service.</p> <p>Education Support Partnership (ESP): All school staff can access counselling through the ESP.</p>

Parent support and interventions

We recognise the important role that parents and carers have in promoting and supporting the wellbeing of their children. Many of our families are new to the country or have moved recently to the UK. We provide a safe space at Kensington for parents where they can meet other parents, network with each other and receive advice or support when needed. Creating a safe space where parents and carers can meet and learn is essential to the well-being of our community.

Parents support

Whole school Offer	<ul style="list-style-type: none"> ○ Open and welcoming environment for families ○ All staff are available to have informal chats with parents ○ Family room for parents to meet in, catch up have a cup of coffee ○ Whole school celebrations
Whole school approach	<p><u>Connect with other people</u></p> <ul style="list-style-type: none"> ○ Parent Evenings- this includes food for parents and families, stalls to showcase different learning areas at school and a general relaxed fun evening for all. ○ Parent Gym- Parenting course ○ Parent/family room ○ PTA

	<ul style="list-style-type: none"> ○ Summer/Winter fair <p><u>Be physically active</u></p> <ul style="list-style-type: none"> ○ Work-out Wednesday ○ Parent exercise classes <p><u>Learn new skills</u></p> <ul style="list-style-type: none"> ○ Learn with your child sessions, parents can learn about areas of the curriculum with their child. ○ ESOL classes ○ Kensington’s Youtube channel <p><u>Give to others</u></p> <ul style="list-style-type: none"> ○ Food bank ○ Community projects/supporting charities <p><u>Pay attention to the present moment</u></p> <ul style="list-style-type: none"> ○ Well-being mornings
Targeted Support	<p>Place to be Parent counselling</p> <p>CAMHS consultation</p> <p>SEND coffee mornings</p>

Appendix 1

Our vision

A place everyone loves to be

Strategic Goals

1. **Be the best we can be:** Enable our children and ourselves to maximise achievement in all areas.
2. **All in this together:** Work in partnership with each other, with The Tapscott Learning Trust, and with our wider community.
3. **Take care of ourselves and each other:** Prioritise the wellbeing and mental health of our children and ourselves.
4. **Innovate:** Inspire others through our innovative thinking and approaches.
5. **Sustain:** Develop our structures and ourselves to create a sustainable organisation that can outlive our direct involvement.

6. **Make the difference:** Find ways of measuring our impact: making sure our approaches are credible and making the difference.

Guiding Principles and associated behaviours

Guiding Principle 1: Think about what we do and why

Associated behaviours:

- Build relationships that encourage others to challenge you
- Build confidence in people to challenge themselves
- Carefully consider the impact of your decisions; actively and openly seek feedback on them and be open to being challenged
- Take constructive feedback as an opportunity to self-reflect
- Have the self-confidence and personal strength to pass over feedback that isn't constructive
- Build support networks who can help you identify which feedback is constructive
- Be pro-active in explaining the rationale behind your decisions – why have you decided to do/not do x or y?
- Have the confidence to be wrong and embrace this as a learning opportunity
- Provide time and space for yourself and your team to reflect and review
- Encourage people to take risks and celebrate them taking the risk
- Remove barriers to change: enabling everyone to develop their ideas
- Work with others to find solutions and problem solve
- Support people's development so they are empowered to take risks through having the knowledge and understanding required to do something different
- Be visible

Guiding Principle 2: Be positive and supportive

Associated behaviours:

- Model positive language and behaviours
- Develop your emotional intelligence and self-awareness
- Know and accept people and adapt your approach accordingly
- Know how to coach, how to mentor, and when to apply different approaches
- Provide positive feedback
- Be available, accessible and approachable
- Take responsibility
- Have the confidence to not always have the answer
- Offer help
- Be generous with your time and work on being an active listener
- Encourage
- Deal with issues promptly and professionally

Last reviewed: January 2022

Next review: January 2025