

St Peter's Wellbeing Commitment

Invite, Include, Imagine, Inspire

Koinonia, Peace, Respect, Thankfulness, Hope, Compassion, Joy, Love

St Peter's CE Primary is fully committed to recognising, respecting, promoting and implementing the Rights of the Child as set out in the United Nations Convention on the Rights of the Child. As a Rights Respecting School, we strive to place the Rights of the Child at the very heart of our policies and practices.

Article 17 You have the right to get information that is important to your well-being

Our school's commitment:

We **invite** all members of our community onto our journey towards a bright and fulfilling future.

We **include** everyone to ensure our differences are valued and individuals can flourish

We **imagine** a world of hope and harmony and strive towards that goal together.

We **inspire** everyone to make a unique contribution and to be the best they can be.

Mission statement:

At St Peter's School, we recognise that being mentally healthy is as important as being physically healthy. We employ a number of measures within our school and work with external professional and agencies as part of our efforts to meet the emotional wellbeing and mental health needs of pupils, parents and colleagues.

We understand that pupils will not access or gain the full benefit of learning opportunities if they are not emotionally and mentally healthy. We endeavour to equip pupils with the tools necessary to deal with a variety of challenging situations in life, so that they manage given situations in an appropriate way that will not be detrimental to their emotional wellbeing and mental health. In addition to this, we aim for our pupils to feel confident in raising concerns or asking for help and support.

We recognise that colleagues are of key importance to the success and running of the school on a daily basis. Thus, it is of paramount importance that we feel content and supported in our roles so that we can undertake them to the best effect.

We understand that parenting can be challenging and that many parents may need support from time to time. This may include support with their own mental health and wellbeing. We work with a number of statutory and non-statutory services to support parents. It is part of our school ethos to embed the importance of emotional

https://stpeterscofeprimarysch.sharepoint.com/sites/mst_Teaching_&_Learning/Shared Documents/General/Teachers Only/Administration/POLICIES/Key School Policies/St Peter's Wellbeing Commitment 2023.docx

wellbeing and mental health as part of our school life.

This policy should be related to and should be read in conjunction with the school's policies for:

- Safeguarding and Child Protection
- PSHE, Relationships Education and Health Education
- Online Safety
- Drug, Alcohol and Tobacco Education
- Relationship & Sex Education
- Staff handbook
- Menopause policy
- Early Years and Foundation Stage (EYFS)
- Continuing Professional Development (CPD)

Aim and objectives

We aim for every pupil to leave St Peter's feeling good about themselves and having confidence. This equips pupils with the determination to work towards achieving their goals and ambitions while being able to self-regulate their feelings and emotions in order to deal with life's challenges.

At St Peter's, we aim to support the development of knowledge, strategies and confidence so that members of the school community are able to:

- Form positive and appropriate relationships
- Feel safe and secure in a nurturing environment
- Recognise signs and symptoms of emotional difficulties
- Speak out and know where to seek out help or advice
- Support and offer help to others
- Develop knowledge of strategies for self-regulation during challenging situations
- communicate their own feelings to others appropriately
- Celebrate and learn to like themselves, their achievements and be able to enjoy the success of others
- Understand the importance of a good work/school life balance.
- Become healthy and fulfilled individuals that exude positive energy; seek and access support when in need.
- Culture of no blame and stigma for mental health

NB. (See Appendix for Staff Guidelines which are negotiated each year)

St Peter's Staff Wellbeing Menu

Staff Code of Conduct - Promoting a culture of mutual respect through our (see Staff Handbook).

Celebrating success and achievement of colleagues.

Annual calendar of dates - colleagues can plan and prepare for them and ensuring that changes are kept to a minimum.

PPA Room: Quiet place to be away from the children

SLT: Open and available to share concerns with

Open Communication: Worklife balance is important and is regular discussed in staff meetings and performance management

Line Manager: confidential conversations whenever needed and also wellbeing is a point in performance management and return to work interviews

Wellbeing Noticeboard: local activities, in-school opportunities, meetings and signposting organisations

Parents meetings - Arranging in a week when we do not have a training meeting or after school clubs.

Termly Staff meetings: how can we all play our parts in the St Peter's Wellbeing Commitment effectively?

Social Events: Opportunities to enjoy each other's company

Wellbeing Days: If you are feeling overwhelmed speak to your line manager to see whether a catch-up day might benefit you.

Educational Psychologist - Cate Summers is available for advice if needed

Meaningful Minds - Gladys Barcello Self-referral for children and staff CBT sessions

CCS Connect Ed - www.ccsconnected.org.uk Enrique Sanchez is our school counsellor and he is here every Tuesday and is available for advice and strategies to deal with difficult situations

Education Mental Health Practitioner (EMHP): Sarah Davy is our EMHP who is here on Thursdays.

Menopause Policy and support to help women through this time.

Rainbows Bereavement Support: The Head and Senco are trained to deliver grief support.

Education Support - Your Free and Confidential Employee Assistance Programme

www.Edsupport.org.uk/onlinesupport

08000 856 148 Self-Referral to counselling support and services

Free, confidential support, information and advice, 24 hours a day, 365 days a year.

Provides access to help dealing with personal problems that might adversely impact work performance, health and wellbeing including: family issues, alcohol/drugs, legal advice, stress, medical issues, telephone counselling, referrals for face to face counselling and more.

St Peter's Workload management

Workload:

- Staff wellbeing policy
- St Peter's often provides extra PPA time (above the 10%) when necessary to carry out management duties or when requested to take on specific projects.
- PPA is given as a block where ever possible so teachers can use the time effectively.
- Allowing colleagues to take PPA off site from time to time with prior arrangement with the Headteacher or Deputy Headteacher.
- Teacher Assistants receive regular professional development training and support so they can grow professionally and personally as well as feel confident in supporting teachers in class.
- Staff meeting are punctual, have a specific objective and are fit for purpose.
- Not asking part-time colleagues to attend meetings at unreasonable times.
- All assessment meetings and data collation are carried out in dedicated times where cover is provided.
- We only ask for assessments and data that will directly influence planning and resourcing of children's lessons in class.
- We avoid unnecessary paperwork and excessive marking and planning.
- Plans are done on flip charts to save time.
- Reducing marking and valuing verbal feedback.
- Reducing the length of written reports to parents so that they are useful to all concerned.
- Having specialist music, PE and Spanish teachers to reduce the number of subjects taught by class teachers
- If teachers so wish they have access to the school in the evenings, at weekends and during holidays in order to suit the working styles and circumstances of different individuals.
- Organising some social activities throughout the year where teachers can relax and enjoy each other's company.
- Encouraging staff to self-refer independently and anonymously for counselling should they require it through 'Education Support Partnership' on 0800 856 148.
- Providing leadership time within the timetable.
- Promoting a collegiate culture, where peers support each other. Mental Health Lead – Hattie Friedman
- The school has a coaching style environment to help staff manage the challenges of school life.
- The school purchases Headspace app for all staff to use which provides meditations and mindfulness

activities to help manage their wellbeing.

St Peter's Staff Guidelines

1. Seek out the advice of other colleagues or co-ordinators when unsure in regards to whole school issues. Don't be afraid to ask for help.
2. When a problem arises talk directly to the person involved to find a solution and be prepared to admit when you are wrong.
3. Share skills, knowledge and experience.
4. Be supportive to all staff and have an awareness of others workloads and pressures.
5. Be aware of your appropriateness of conversation both in class and around the school.
6. Greet each other with a word or smile.
7. We value honest communication. Please let the appropriate people know what is happening and when.
8. Join in, have fun and enjoy the company of colleague

St Peter's Recommend Organisations



See
Yourself
Differently

iamYiam™

- **iamYiam App** for staff & student health and wellbeing. Sign up for free and have membership for life, regardless of whether you leave the school. Helping you monitor and take control of getting balance in your life.



- Free 1-year subscription to Headspace (courtesy of the Amy Winehouse Foundation):
- www.headspace.com/code
- **GSAFW1Y**



- Visit the website for support on a variety of issues faced by teachers and staff in education: <https://www.educationsupportpartnership.org.uk/helping-you/overwhelmed>
- Call their UK-wide number for free trained counsellors 24/7: **0800 056 2561**
- Text their free helpline 24/7: **07909 341229**



- Visit the website for support a free network for school professionals, sharing practical, academic and clinical expertise regarding wellbeing and mental health in schools for both students and staff: <https://www.annafreud.org/schoolsinmind/>



- Visit the Mind website for information & support: <https://www.mind.org.uk/>
- Call their free Infoline 9am-6pm Mon-Fri: **0300 123 3393**
- Text: **86463**

SAMARITANS

- If you, or someone you know, requires urgent support contact the Samaritans any time for free: **116 123**
- Or email them – response time: 24 hours: jo@samaritans.org

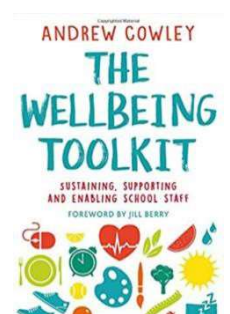
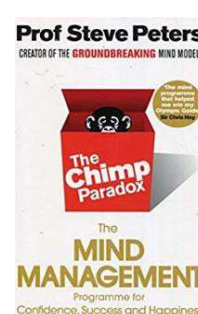
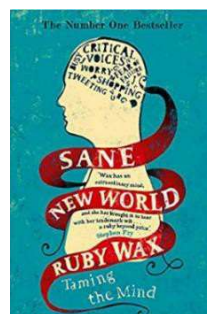
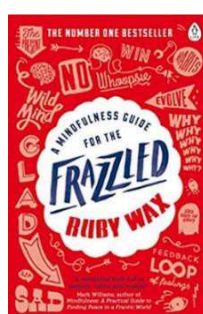
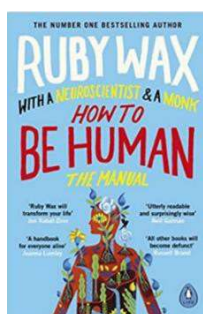
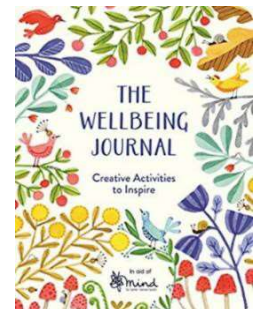
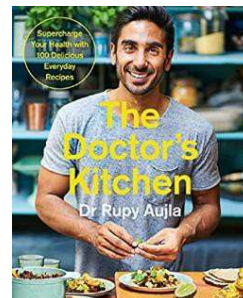
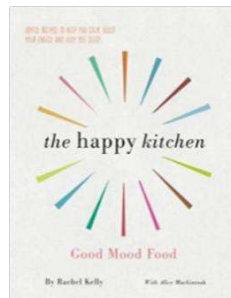
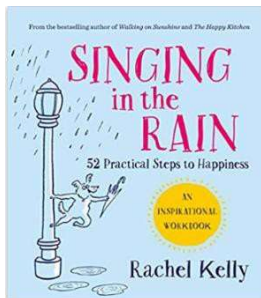
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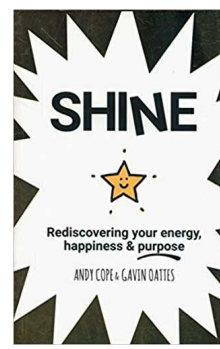
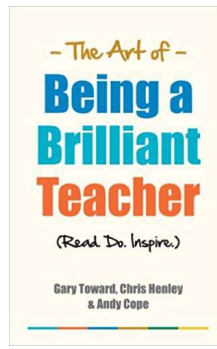
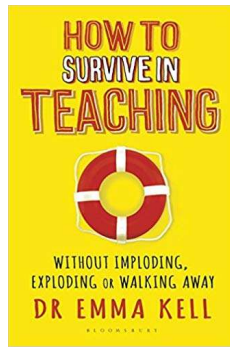
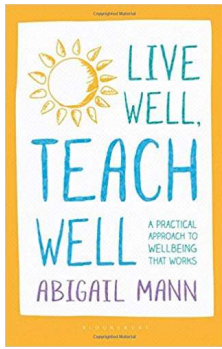
- CALM is the leading movement against male suicide (single biggest killer of men under 45 in the UK) – visit their website: <https://www.thecalmzone.net/>
- Call for free 5pm-midnight 365 days a year: **0800 58 58 58**

Recommended Reading and Research

Extra Reading

- Five ways to wellbeing, practical postcards: <https://neweconomics.org/2008/10/five-ways-to-wellbeing-the-postcards>
- Healthy teacher toolkit blog – written by teachers, to improve wellbeing in schools: <https://healthyteachertoolkit.wordpress.com/> (also see book below written by Andrew Cowley, co-founder of this blog)
- TES article written by Yvonne Williams, an English teacher at Portsmouth High School for Girls—10 ways teachers look after their wellbeing: <https://www.tes.com/news/10-ways-teachers-look-after-their-wellbeing>
- Books below, well reviewed and excellent reads with practical ideas for managing wellbeing – hyperlinked to Amazon





More information on what we do at school to support Children's mental health can be found on our School website at <https://www.stpeterscm.co.uk/health-and-well-being/>

Extra Watching – TED talks

The brain-changing benefits of exercise

[here >>](#)

Don't suffer from your depression in silence

[here >>](#)

Why we all need to practice emotional first aid

[here >>](#)

What causes insomnia? Ways to break the cycle

[here >>](#)

Break the silence for suicide attempt survivors

[here >>](#)

Ruby Wax on depression, stress and mindfulness

[here >>](#)

The voices in my head

[here >>](#)

Happy by Design: Ben Channon

[here >>](#)

The gift and power of emotional courage

[here >>](#)

Staff wellbeing in schools (Anna Freud Centre)

[here >>](#)

