CARWARDEN HOUSE SCHOOL

Wellbeing Strategy

Reviewed bi-annually by AHT:	February 2025
Approved by Headteacher:	March 2025
Due for Review:	March 2027

Introduction

Carwarden House School's Wellbeing Strategy has been developed in partnership with staff, students and other stakeholders to promote and encourage the health and wellbeing of everyone in our community. The strategy is endorsed and fully supported by the Board of Trustees. In accordance with our vision and values, it is acknowledged that wellbeing is of paramount importance and is a strategic priority. Wellbeing is an important factor in the job satisfaction experienced by staff and is therefore a leadership and management issue for our school. We also acknowledge that it is key to our students' educational success.

This strategy is designed to bring existing staff and student wellbeing issues to the forefront. We seek to create an organisational culture where negative wellbeing issues are identified, minimized and managed before they affect the wellbeing of any member of our community. We have a clear aim to promote the positive aspects and ideas associated with health and wellbeing within school and accept that emotional wellbeing and positive mental health is the responsibility of all.

Our mission – aims of the strategy

The main principles relating to promoting a healthy workplace and improved health and wellbeing of staff at Carwarden are:

- Prevention of illness and promotion of wellbeing for staff and students alike.
- Early intervention for those who develop a health condition.
- Ability for staff to access a comprehensive Occupational Health Service.
- Provide students with access to high quality teaching & learning opportunities.
- Promote good practice across the school.
- Promote health and wellbeing through its management policies, support services, information networks and health promotions.
- Prevent, so far as is practicable, those circumstances detrimental to mental health and wellbeing.
- Focus on promotion of wellbeing.

Confidentiality

While all dealings with staff and students are subject to the school's policy on confidentiality it must be emphasised that this is often of paramount importance with regard to those experiencing mental health difficulties. However, it must be noted that confidentiality may be necessarily breached in certain circumstances where the individual is deemed to be a risk either to him/herself or to other people. If there is a conflict between these two statements, then it should be stressed that the safety of the individual or the safety of other members of our community takes precedence over confidentiality.

Key Indicators



Guiding Principles of whole school approach

The Department for Education (DfE) and the Office for Health Improvement and Disparities published guidance on the 8 principles of a whole school or college approach to mental health and wellbeing. These are:

- an ethos and environment that promotes respect, and values diversity
- leadership and management that supports and champions efforts to promote emotional health and wellbeing
- staff development to support their own wellbeing and that of pupils and learners
- curriculum teaching and learning to promote resilience and support social and emotional learning
- enabling student voice to influence decisions
- identifying the need for and monitoring the impact of interventions
- targeted support and appropriate referral
- working with parents and carers

Carwarden House School is committed to these principles.

Monitoring

Reports are produced regularly by the Admin/HR Team and are shared with SLT and findings reported to Trustees, as required. Such reports may include:

- Sickness absence
- Reasons for absence
- Staff turnover
- Agency and overtime spend
- Mandatory training
- Induction
- Equality data.

The SLT and Trustees monitor the response rates to questions on health and wellbeing in the annual staff and student surveys and produce appropriate action plans to support improvement and address concerns raised.

Further information to support staff wellbeing and mental health can be found here:

https://educationhub.blog.gov.uk/2021/09/mental-health-resources-for-children-parents-carers-and-school-staff/
This provides links to organisations that offer mental health support for parents, carers, teachers, pupils and learners

https://strictlyeducation.optimise.health/#/
This website provides a range of information and guidance to help you improve your wellbeing.

https://www.nhs.uk/nhs-services/mental-health-services/
Find out how to access NHS mental health services and where to get urgent help.

https://www.nhs.uk/conditions/occupational-therapy/
Occupational therapy aims to improve your ability to do everyday tasks if you are having difficulties.

https://able-futures.co.uk/individuals
Able Futures can help you manage your mental health at work.

https://www.gov.uk/guidance/mental-health-and-wellbeing-support-in-schools-and-colleges Find out what help you can get to develop a whole school or college approach to mental health and wellbeing.

https://www.mentallyhealthyschools.org.uk/resources/
Mentally Healthy Schools brings together quality-assured mental health resources, information and advice for schools and further education settings.

https://www.mentalhealthatwork.org.uk/
With plenty of tools, resources, and stories, Mental Health at Work makes navigating the workplace mental health landscape easy.

https://www.mind.org.uk/workplace/mental-health-at-work/
Looking after your wellbeing when you are at work is so important. Read tips on burnout, working remotely, and looking after your staff.