

Culture of Wellbeing Statement

At St Francis of Assisi...

- **We believe that Wellbeing for pupils, staff and parents is of paramount importance.**

***What this looks like:** Strategic Aims 1 and 2 of our School Development and Improvement Plan (and Strategic Aims 2 & 3 of the St John the Baptist Multi-Academy Trust's SDIP) outline our commitment to providing outstanding Wellbeing support throughout our school community. We build in regular opportunities to share and implement best practice by having a dedicated Lead for Wellbeing, a trained Wellness Team who are available to support pupils and adults with a range of emotional and mental concerns, trained ELSAs (Emotional Literacy Support Assistants) working throughout the school, a Parent Support Advisor, a Rainbows Team supporting those experiencing bereavement or loss, regular Pastoral meetings to arrange individual or group support, a half-termly Wellbeing Newsletter that goes home to parents and carers, regular age-appropriate wellbeing assemblies for pupils, a thorough PSHE programme, regular training for staff and close liaison with outside agencies. All relevant policies make reference to our commitment to wellbeing.*

- **Staff are well trained**

***What this looks like:** As well as having a dedicated Wellness Team trained in Mental First Aid for both adults and pupils, trained ELSAs and a trained Rainbows Team, all staff at St Francis are trained in recognising the signs of emotional and mental distress. All staff have accessed Yoga and Mindfulness training in order to manage their own wellbeing and that of pupils. A record of staff training is kept up to date to track areas of expertise and to inform future professional development.*

- **Pupils, staff and parents know where they can access support**

What this looks like:

***Pupils:** posters of the Wellness Team are displayed throughout school; there are termly assemblies, regular PSHE lessons, The Talk drop-in room, weekly visits from the school priest, ELSAs for targeted pupils, The Benjamin Foundation's Parent Support Advisor (PSA) and trusted adults.*

***Staff:** members of the Wellness Team are trained in Adult Mental First Aid and Workplace Stress. Staff have access to the Norfolk Support Line for confidential conversations. There are also weekly visits from the school priest offering individual and confidential support.*

***Parents:** half-termly Wellbeing newsletters, the independent PSA, Wellbeing Wednesday coffee mornings, weekly visits from the school priest and the school website.*

We liaise with outside agencies

***What this looks like:** When needed, we seek additional support from the NHS 'Just One Number' nursing team, MASH (Multi Agency Support Hub), the Norfolk Inclusion Team, CEPP (Children's Educational Psychology Service), Staff have access to Occupational Health and the Norfolk Support Line.*

- **Procedures to are regularly reviewed and monitored by the SLT and Governors**

***What this looks like:** Wellbeing reviews are a regular item on SLT and Staff Meeting agendas. There is a named Governor who monitors Wellbeing throughout the school. The Headteacher reports on Wellbeing at each Governors' Meeting. In order to recognise the significant progress the school has made towards Wellbeing, and in order to effect even greater change, St Francis is seeking accreditation for the Wellbeing Award for Schools. A robust Action Plan for further developing Wellbeing throughout the school community is now in place and, as part of this process, the school has formed a stakeholder team consisting of pupils, parents and staff who help drive developments. This process is monitored closely by an independent advisor.*