



# St Anne's School and Sixth Form College

## Emotional Health and Wellbeing Policy

This policy was adopted in the Autumn 2017, and updated September 2018

### 1. INTRODUCTION

This policy should be read in conjunction with the schools Child Protection and Safeguarding Policy, Health Care Policy, Bereavement Policy, Autism Policy and Anti bullying Policy.

St. Anne's is committed to promoting positive Emotional Health and Wellbeing for pupils, staff and parents / carers; in the summer term (2017) we started a Whole School Approach to EHW. In the autumn term (2017) we started the Wellbeing Award for Schools; which is a recognised accreditation.

Award Co-ordinator: Kay O'Neill

Emotional Health and Wellbeing Governor: Richard Vickers

ELSA's: Deena Lidgett, Dawn McDermott, Helen Noman

Family Links Trainers: Chris Lee, Deena Lidgett

PSHE / RSE Co-ordinator: Emma Holmes

Communication Team: Zoe Wood, Julie Foster, Olga Davey,

### 2. FUNDAMENTAL PRINCIPLES - PUPILS

The ethos at St Anne's is that every person employed, paid or voluntary, wherever they are, whoever they are with, whatever they are doing, has these fundamental responsibilities in their involvement with children and young people are:-

- valuing pupils as individuals
- treating pupils with dignity and respect
- caring for pupils first
- keeping pupils safe.

Our Principles and Practice are to:

- enable pupils to communicate and interact with others
- enable pupils to express preferences, communicate needs, make choices, make decisions and choose options other people act on and respect.
- prepare pupils for adult life in which they have the greatest degree of autonomy.
- increase pupil's awareness and understanding of their environment and of the world.
- encourage pupils to explore, to question and to challenge.

- provide a wide range of learning experiences for each pupil in each key stage suitable for their age.

We aim to apply different opportunities to all ages across the school, to cover all aspects of growing up, daily life, resilience and positive emotional well-being. We recognise that at different stages of a pupils life there may be the need for different engagement and intervention.

At St. Anne's we have trained staff to deal with safeguarding, emotional literacy, communication, behaviour, PSHE (Personal, Social, Health Education), SRE (Sex, Relationship Education) and medical issues.

All staff at any time can submit a 'well-being concern form' via School Pod. Once completed the forms are automatically sent to the ELSA's, PSHE / SRE Co-ordinator, Communication Team, Chris Lee and Kay O'Neill for action.

In addition we employ the services of therapists, social workers, counsellors and mental health workers to support pupils through their transition of life.

### 3. FUNDAMENTAL PRINCIPLES - STAFF

Managers adopt an open and accepting attitude towards all staff. Systems are in place for formal induction, supervision, well-being, appraisal and continual professional development.

Staff can access Occupational Health services through the local authority if additional support is required.

### 4. FUNDAMENTAL PRINCIPLES – PARENTS / CARERS

St Anne's is very conscious of the stress, anxiety and at times despair experienced by the parents and carers of children with disabilities. They will worry about balancing time between their child with additional needs and other siblings. Parents can be left exhausted if their child has sleep problems and is overactive through behavioural issues. Times of transition are particularly stressful for them and they worry about the longer term future of their children.

St Anne's encourages parents to seek help through the school, college and residence and other partners when these pressures are building up as if they are left to cope alone their well-being and safety is placed at risk.

St. Anne's will therefore:

- Offer a 24 hour parent support line.
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies.
- Ensure that home, school, college and residence communication systems are effective enabling parents and carers to seek help and guidance when in crisis or when the levels of stress and anxiety are high.
- Discuss at parents evenings not just the progress the pupil is making but also the needs of the parent or carer in looking after their child but also other members of the family.

- Arrange additional open days, coffee mornings, workshops etc for parents to attend and meet up with other parents.

## 5.REVIEW

The Safeguarding and Wellbeing Governor Committee meet each term to review matters arising across St. Anne's for pupils, staff and parents.

This policy will be reviewed annually, from the date of adoption.