



**Wellington Community Primary School**  
**Wellbeing Policy**

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**Date:** April 2024

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**Approval Date:** \_\_\_\_\_

# Wellington Community Primary School

## Wellbeing Policy

## POLICY CHANGE HISTORY

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Wellington Community Primary School  
Wellbeing Policy

At Wellington Community Primary School, we are committed to supporting the emotional health and wellbeing of our pupils and staff. We have a supportive and caring ethos, and our approach is respectful and kind, where each individual and contribution is valued. At our school, we know that everyone experiences life challenges that can make us vulnerable, and, at times, anyone may need additional emotional support. We take the view that positive mental health is everybody's business and that we all have a role to play.

Approximately 1 in 6 adults experience a 'common mental health disorder' like depression or anxiety in any given week in England according to Mental Health statistics 2021.

This policy works in partnership with the Sickness Policy.

At our school, we:

- Help to ensure staff feel they work in a mentally healthy environment.
- Help staff feel comfortable sharing any concerns or worries.
- Help signpost staff to appropriate support.
- Promote a culture with open and honest dialogue on mental health and wellbeing - free of social stigma.
- Encourage staff to reach out if they are struggling inside or outside of work.

We promote a mentally healthy environment through our school values and encouraging a sense of belonging. We value open discussion and SLT ensure those that speak up are not sidelined or discriminated against.

SLT monitor the workload of staff and are easily contacted when staff have concerns.

SLT run termly wellbeing evenings where staff can speak to wellbeing coordinators and SLT in a calm and welcoming environment.

Senior staff model positive wellbeing behaviours and use their voice to challenge stigma.

We have wellbeing coordinators in each area of the school along with a lead Mental Health First Aider. All of whom have access to resources staff can turn to for help.

We understand that staff may struggle outside of work and want to reassure them that we are here to listen.

Support requires a collaborative approach. Asking a colleague how they are doing, and genuinely listening - can have a massive impact on their day and wellbeing.

We pursue our aims through a whole school approach, which includes support for staff going through recent difficulties including bereavement, relationship breakdown, substance misuse, stress, depression, and anxiety.

Our aim is to support staff in maintaining positive wellbeing and positive mental health.

Positive Mental Health culture is having a staff that can:

- Manage their emotions.
- Recognise oncoming burnout.
- Can make good decisions for themselves.
- Have a good sense of self.
- Motivation to lead a fulfilling life.
- Actions are intentional rather than an automatic response.
- Ability to handle stress.

Any member of staff may become aware of warning signs which indicate another staff member is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the Emotional wellbeing lead, Nicola Hunter, as appropriate.

Possible warning signs include:

- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking about self-harm or suicide
- Expressing feelings of failure, uselessness, or loss of hope
- Repeated physical pain or nausea with no evident cause.
- An increase in lateness or absenteeism.

Helplines:

Any member of the wellbeing team can provide staff with a list of helplines and support groups that can offer expert advice.

The Wellbeing team are not qualified counsellors but can listen, support and signpost.

Your wellbeing team are:

Wellbeing Lead - Nicola Hunter

Sarah Quelch

Victoria Hotham

Ann McGonagle