



The Whitehaven Academy Mental Health and Well-being Strategic Overview

The mental health and wellbeing of all members of The Whitehaven Academy (including staff, students and parents) is the foundation to future success.

Vision:

Our vision is to ensure that all members of our academy community are able to maintain positive emotional well-being and mental health so that they are able to live happy and fulfilled lives, have high aspirations and be the best they can be. We strive to achieve our vision at all levels, by teaching students, training staff and involving our community in maintaining a core ethos of well-being; healthy bodies, healthy minds, and acts of kindness for all; which permeates everything we do at Whitehaven.

Aims:

- To promote positive social and emotional well-being, mental health, resilience and wellness for students, staff and our wider Academy community.
- To increase awareness and understanding among staff, students and parents/carers of issues surrounding mental health.
- To detect and support both young people and staff at the earliest possible stage.
- To continue to promote positivity around mental health and emotional well-being and reduce the stigma associated with mental health issues.
- To provide a safe, stimulating and positive environment which promotes opportunities for all.

(At Whitehaven we use the 5 steps to mental health and wellbeing action planning tool, provided by the Anna Freud National Centre for Children and Families. Each step has several subcategories which is incorporated into the whole school action plan)

- 1 Leading Change**
- 2 Working Together**
- 3 Understanding Need**
- 4 Promoting Wellbeing**
- 5 Supporting Staff**

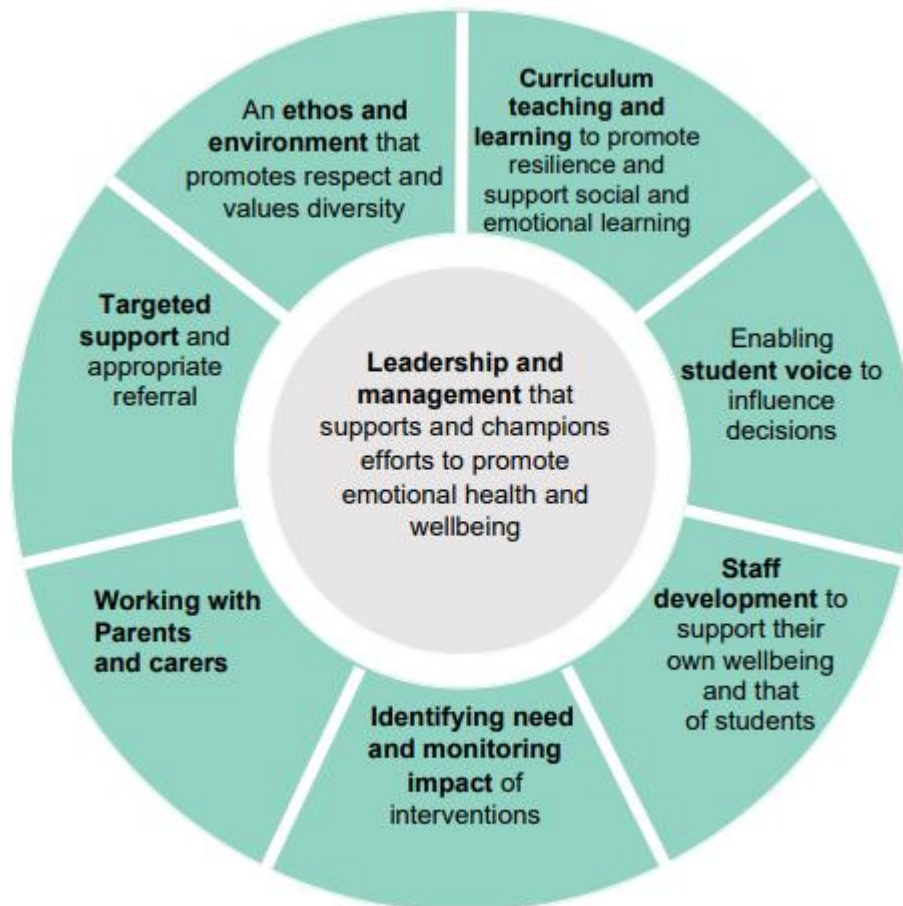
Support Overview

- Caring, compassionate, well-trained staff who look out for students in their care and the colleagues with whom they work.
- Dedicated Academy Mental Health Lead and Mental Health First Aid trained staff.
- Mental health action group, consisting of staff, parents & student representatives who meet on a termly basis.
- Positive collaboration with all mental health support agencies.
- Pastoral support team including DOL, DDOL, SENDCo, SPO, SEO, Form Tutors, Assistant headteacher responsible for learning provision.
- Weekly pastoral meeting with a standing agenda item regarding student and staff wellbeing.
- Brilliant Cumbria Ambassadors embedding positive wellbeing and positive mindset across the school and local community, including primary schools.
- Termly Well-being events for staff.
- Academy mental health and wellbeing calendar.
- Regular celebration of staff contributions to Academy life and special occasion events.
- Regular assemblies and a form programme that focuses on well-being and mental health and reducing the stigma around mental health issues.
- Mental health Governor Lead.
- Staff CPD from both internal and external providers on mental health and well-being
- Role specific CPD and training for pastoral staff.
- Well-being news/articles for parents & community updated on social media and school website.
- Well-being action plan monitored by SLT on termly basis.
- Robust, wide-ranging PD/PSRE programmes (Personal, Social & Health Education/Sex & Relationships Education) delivered through formal SMSC (Social, Moral, Spiritual & Cultural) lessons, Assemblies, personal development programme and cross-curricular schemes of learning.
- Signposting of mental health support and advice on Academy website and all social media pages.
- Training offered to parents/career to support wellbeing and mental health of our young people.
- Staff, student and parent/carer well-being surveys termly.
- Mental health forms part of all staff job descriptions.
- SLT have a clear aim to help support and reduce staff workload.
- SLT lead by example with regards to work/life balance and regularly promote this.

At the Whitehaven academy we are proud to have a culture that supports wellbeing and resilience across the whole of our school community.

Appendix 1

We base our approach on two key pieces of guidance from government, our 5-step action plan is written in accordance with these. The first is the 8 key principles set out by the department of education.



The second piece of guidance comes from NICE, whose ‘Social, emotional and mental wellbeing in primary and secondary education’ report recommends that schools should take a whole-school approach. They advise schools should “adopt a whole-school approach to support positive social, emotional and mental wellbeing of staff, children and young people in primary and secondary education.”

For further information - [Recommendations | Social, emotional and mental wellbeing in primary and secondary education | Guidance | NICE](#)