

St Augustine's R.C. High School Mental Health and Wellbeing Strategy



Mental health is an integral part of health; indeed, there is no health without mental health.

*Mental health is a state of **wellbeing** in which an individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community.¹*



St Augustine's is a community which believes mental health and wellbeing are at the centre of all we do. Our beautiful mission statement states we recognise each other as a unique, divine creation; and that this is why we love and support each other.

St Augustine's School Mission Statement

At Saint Augustine's we believe that every person is **made and loved by God**. This is why we **respect one another**. Within our school community our young people will learn to **act justly, love tenderly** and recognise God in their lives.

Our school helps families to educate their children in accordance with the principles and teachings of the Catholic Church in an environment which **inspires, encourages and supports** the development of our pupils through nurturing their gifts and talents.

Our school community will keep alive the memory of Jesus through the Eucharist and through the practice of our Faith. We want everyone at Saint Augustine's to **experience the joy of the Gospel** in their journey through school and beyond.

Together we will work to **make a difference in our community** and in the wider world. We follow the example of Saint Augustine by stepping out in faith and **celebrating our reasons for living and hoping**.

We take the vision we have for our school from this sacred understanding we have for one another:

¹ World Health Organisation: Mental Health – Strengthening our Response (2018)

We want St Augustine's to be an outstanding school with Jesus at the centre, where pupils are safe, happy and successful.

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Why do we need this strategy?

Guided by our school mission, and vision, this strategy will set out our aims for promoting and supporting positive mental health and emotional wellbeing; these being intrinsically linked to our vision of being **safe**, **happy** and **successful**.

It will also define *how*, in practical ways, we will work towards achieving our aims and the ways we will be able to measure the impact of these systems will have on the wellbeing of our whole community.

All our stakeholders have been given the opportunity to feed into this strategy via an evaluation process to identify the strengths and weaknesses of our current provision. The results of this evaluation have shown that stakeholders are very positive about the work our school do in terms of mental health and wellbeing. There were, however, clear areas for further development identified through this process.



Our objectives

This strategy is guided by the aims and objectives of the Wellbeing Award for Schools, towards which our school is working. These are:

1. St Augustine's is committed to promoting and protecting emotional wellbeing and mental health by achieving the Wellbeing Award for Schools.
2. St Augustine's has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all involved with the school.
3. St Augustine's has a positive culture which regards emotional wellbeing and mental health as the responsibility of all.
4. St Augustine's actively promotes staff emotional wellbeing and mental health.
5. St Augustine's prioritises professional learning and staff development on emotional wellbeing and mental health.
6. St Augustine's understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately.
7. St Augustine's actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.
8. St Augustine's works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.



What does St Augustine's already do?

Our school has always placed the wellbeing of pupils, staff and parents and carers at the heart of our mission. Our current provision goes a long way to meeting many of our objectives; a fact substantiated by our self-evaluation and they views of our stakeholders.

Objective	Current provision
<p>Objective 1: St Augustine's is committed to promoting and protecting emotional wellbeing and mental health by achieving the Wellbeing Award for Schools.</p>	<ul style="list-style-type: none"> • All stakeholders have been informed about our efforts to obtain the award. • The SLT and the governing body are fully committed to working towards the award. • The views of our stakeholders have been sought and the evaluations analysed to inform our strategy • A change Team has been formed and are committed to promoting and protecting mental health and wellbeing within school.
<p>Objective 2: St Augustine's has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all involved with the school.</p>	<ul style="list-style-type: none"> • The vision and strategy has been formed in consultation with members of our community and informed awareness of the risk factors faced by pupils. • Our school mission and vision has been shared with all involved in school. • In our day-to-day interactions with others, we believe that they are made and loved by God. This is why we respect them. • Pupils have been involved in a competition to design a poster promoting our vision for Safe, Happy and Successful pupils.
<p>Objective 3: St Augustine's has a positive culture which regards emotional wellbeing and mental health as the responsibility of all.</p>	<ul style="list-style-type: none"> • All staff are fully trained in accordance with section 2 of Keeping Children Safe in Education. Our DSLs liaise with external agencies to ensure all our pupils and safe. • The pastoral care of our pupil is at the centre of our school life. Our pastoral teams and Pupil Support teams monitor and intervene with pupils with a range of emotional wellbeing concerns. • The school counsellor works with pupils who need support with their mental health needs. • Stakeholder evaluations show that pupils, staff and parents understand their role in promoting positive mental health and wellbeing. • Pupil chaplains work to promote positive wellbeing in many practical ways as part of their role including

	<p>welcome cards for new pupils and sympathy cards for pupils and staff who are recently bereaved.</p> <ul style="list-style-type: none"> • Year 11 pupil mentors work with out Year 7 pupils to help ease the transition to secondary school. • Assemblies, theme days, PSHE lesson all promote positive wellbeing and signpost pupils to where help is available.
<p>Objective 4: The school actively promotes staff emotional wellbeing and mental health.</p>	<ul style="list-style-type: none"> • Staff have access to the Employee assistance program to provide independent support for their emotional and mental health needs. • School provides flu vaccinations each year for staff free of charge. • A range of activities and challenges are planned each year to promote staff wellbeing. • Policies (marking, appraisal etc) are written to support staff and are mindful of reducing staff workload and promoting positive mental health. • Staff SWOT survey is circulated each year and specifically addresses wellbeing.
<p>Objective 5: St Augustine’s prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<ul style="list-style-type: none"> • CPD opportunities are provided for staff on a number of mental health and wellbeing issues. • Staff Wellbeing Working Group is a forum for staff to meet and discuss issues related to staff wellbeing. • Staff safeguarding training includes mental health issues.
<p>Objective 6: St Augustine’s understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately.</p>	<ul style="list-style-type: none"> • Our Pupil Support Room offers 1-to-1 support for pupils on a range of mental health and wellbeing issues including anxiety, anger management, friendships, low mood, confidence and self-esteem. • A full-time school counsellor is employed to work with pupils who are considered to be those with the most complex needs. • A “Rainbows” group specifically helps pupils with issues relating to loss (bereavement, parental separations etc.) and gives them strategies to come to terms with this. • The pastoral team refer pupils appropriately and work with external agencies to provide appropriate support for pupils with mental health and wellbeing needs.
<p>Objective 7: St Augustine’s actively seeks the ongoing participation of the whole-school community in its approach to emotional</p>	<ul style="list-style-type: none"> • Information is shared with parents via social media platforms and a termly safeguarding newsletter. • Pupils are encouraged to be involved in various strategies to improve wellbeing including our buddy system for Year 7 pupils. • Pupil Chaplains lead initiatives to improve wellbeing

wellbeing and mental health.	<ul style="list-style-type: none"> • Staff Wellbeing Working Group meet every half term to discuss issues relating to staff wellbeing.
Objective 8: St Augustine's works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health.	<ul style="list-style-type: none"> • We have close relationships with local organisations and specialist services such as CFWS, ELCAS, CANW and the School Nursing Team. • SLT meet regularly to refer and steer the MHST Team within our own school and in the local area MHST hub.



What is St Augustine's strategy going forward?

Following the completion and analysis of the pupils, staff and parent/carer evaluation forms, several areas for development have been identified by the Change Team.

Each of the areas for development are related to the objectives and linked to the St Augustine's mission and vision.

Objective	Areas for development	What we aim to do
Objective 1: St Augustine's is committed to promoting and protecting emotional wellbeing and mental health by achieving the Wellbeing Award for Schools.	1. Ensure that all pupils, staff and parents are aware of the award and the rationale behind seeking accreditation.	Publicise the award within school via posters/visuals and highlight any developments through form time, assemblies etc. Develop a "Wellbeing" area on the school websites where information and developments related to the award can be shared and accessed by pupils, staff and parents/carers.
Objective 2: St Augustine's has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health,	1. Ensure that the vision is fully embedded within school life.	Following the poster campaign, use the Safe, Happy, Successful vision as a high profile vision for the school. This message can be promoted through assemblies,

<p>which is communicated to all involved with the school.</p>	<p>2. Ensure the school's strategy for emotional wellbeing and mental health is shared with all stakeholders.</p>	<p>visuals in form time and desktop screensavers etc.</p> <p>Continue to be aware of, respond to and train staff to spot the relevant risk factors which can lead to mental health issues in children.</p> <p>Share the strategy via:</p> <ul style="list-style-type: none"> • Pupil council • Pupil messages • Wellbeing area on the website • Staff briefing • Insight
<p>Objective 3: St Augustine's has a positive culture which regards emotional wellbeing and mental health as the responsibility of all.</p>	<p>1. Install Wellbeing Ambassadors within the pupil body.</p> <p>2. Provide training opportunities for staff to be able to identify and appropriately deal with possible wellbeing and mental health needs within pupils and staff.</p> <p>3. Further embed the responsibilities for creating the positive culture we have with pupils.</p>	<p>Invite applications from all pupils with a view to interviewing and selecting ambassadors.</p> <p>Provide appropriate training for wellbeing ambassadors to successfully carry out their roles.</p> <p>Mini-CPD training on mental health to be delivered to staff in January.</p> <p>Training opportunities to be explored to deepen staff skills in dealing with mental health and wellbeing issues.</p> <p>Reinforce messages to pupils that their actions in school help to create the positive atmosphere in our school and allow themselves and others to be safe, happy and successful.</p>
<p>Objective 4: The school actively promotes staff emotional wellbeing and mental health.</p>	<p>1. Budget for staff wellbeing activities, initiatives and training.</p>	<p>Provide a ring-fenced budget for staff wellbeing purposes.</p> <p>Provide a week of activities/opportunities for staff wellbeing and to further develop</p>

	<p>2. Encourage openness among staff with regards to how they are feeling.</p>	<p>an ethos of community within the staff body.</p> <p>Provide opportunities to speak in confidence with other members of staff/school counsellor.</p> <p>Continue to subscribe to the Employee Assistance Program to provide emotional support to staff.</p> <p>Provide flu vaccinations in the autumn/winter 2022.</p>
<p>Objective 5: St Augustine's prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<p>1. Provide training opportunities for staff to be able to identify and appropriately deal with possible wellbeing and mental health needs within pupils and staff.</p>	<p>Mini-CPD training on mental health to be delivered to staff in January. Other opportunities will follow for relevant training.</p> <p>Explore CPD opportunities from the local authority.</p> <p>Training opportunities to be explored to deepen staff skills in dealing with mental health and wellbeing issues.</p>
<p>Objective 6: St Augustine's understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately.</p>	<p>1. Provide training opportunities for staff to be able to identify and appropriately deal with different types of wellbeing and mental health needs within pupils and staff.</p> <p>2. Further embed reporting systems for wellbeing and mental health issues within school.</p> <p>3. Widely share information/visual aids to enable pupils and staff to identify signs mental</p>	<p>Mini-CPD training on mental health to be delivered to staff in January. Other opportunities will follow for relevant training.</p> <p>Explore CPD opportunities from the local authority.</p> <p>Publicise the wellbeing report link on the school website more widely.</p> <p>Explore other ways for pupils to report wellbeing and mental health concerns within school.</p> <p>Utilise form time, staff and children's mental health and wellbeing week, notice boards and other means to alert pupils</p>

	health and wellbeing concerns in others.	and staff to the signs of poor mental health and wellbeing in others.
Objective 7: St Augustine's actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.	<ol style="list-style-type: none"> 1. Strengthen communication with parents and carers regarding mental health and wellbeing. 2. Seek participation from parents and carers in terms of mental health and wellbeing in school. 3. Seek the views of staff regarding their views regarding support in school for their own wellbeing. 	<p>Termly wellbeing newsletter to be introduced to share information and signpost parents to available support.</p> <p>Provide further opportunities to seek views of parents and carers regarding mental health and wellbeing.</p> <p>Staff feedback questionnaire to be reintroduced to get the views of staff on a number of issues including their own wellbeing.</p>



Desired Outcomes

These are the outcomes our school seek by implementing this strategy:

Pupil outcomes	<ol style="list-style-type: none"> 1. Pupils aware of and invested in the school's vision of being safe, happy and successful in addition to the wider school mission. 2. Within the pupil body, a culture of openness and communication about mental health and wellbeing will be fostered. 3. Pupils will become more aware of the signs of mental health issues in themselves and others. 4. Confidence in seeking and signposting others to the appropriate help. 5. Seek pupil voice more regularly regarding mental health and wellbeing.
Staff outcomes	<ol style="list-style-type: none"> 1. Staff to be aware of and invested in the school's vision of being safe, happy and successful in addition to the wider school mission. 2. Staff body to be confident in identifying the signs of mental health and emotional wellbeing needs in pupils and colleagues.

	<ol style="list-style-type: none"> 3. Staff culture of openness about their own mental health and wellbeing concerns. 4. High-quality provision and resources for staff wellbeing to be in place. 5. Seek Staff opinions more regularly regarding mental health and wellbeing.
Parent/carer outcomes	<ol style="list-style-type: none"> 1. Develop more effective communication with parents and carers regarding mental health and wellbeing. 2. Encourage openness with school regarding mental health needs affecting families of pupils. 3. Seek parental voice more regularly to inform and drive change around wellbeing in school.



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