

## Emotional, Social, Mental and Physical Wellbeing 2023-2024

At LE, we believe that supporting our student and our teacher's wellbeing is vital in ensuring their overall successes. We genuinely care about each person on and off site, and aim to promote respect, self-esteem and confidence. We are committed to providing a safe and supportive environment for everyone, Recognising the importance of supporting our teachers, TAs and admin staff in addition to the students.

### Purpose:

This policy is to lay out the ways in which we support everyone at the LE family of schools and the importance in promoting positive wellbeing throughout.

### Aim:

To encourage all members of our community to excel, feel safe and supported.

We will...

- Ensure that all stakeholders are engaged and feel like a welcome part of our learning community.
- Offer a holistic approach to students and teachers wellbeing and development.
- Ensure that everyone is safe, happy and valued.
- Staff are supported through policies, procedures, initiatives and individual pastoral care and advice.

### Rationale:

- Promotion of a positive wellbeing, instills a sense of belonging and self-worth in the individual. In doing so this allows individuals to be part of the school development, encouraging improvement and success.
- When the 'whole' child is considered, they become more engaged in their learning.
- Resulting in improvement standards and results across all subject areas.
- Effective learning and teaching
- Students demonstrate high self-esteem and confidence.
- Improved behavior and attendance.
- Development of positive relationships between staff, students and parents.

- More motivated and happy staff, resulting in higher rates of retention.

### **Promotion of Social, Emotional, Mental and Physical Wellbeing at LE.**

- Student voice and opportunities for leadership:
- Student council elections – nomination, campaign and democratic vote.
- Regular 'executive' and 'student' council meetings, chaired by the President.
- Including students in decision making.
- Promotion of Happiness Ambassador and Wellbeing Champions as student roles.

### **Involvement of parents and carers:**

- Parent/teacher conferences – formally 3 times a year, plus weekly time allocated if required for teachers to meet with parents via zoom.
- Parents consulted regularly e.g., virtual coffee mornings with SLT.
- Questionnaires for parental opinion.
- Regular communication via clasdojo
- LIWA Cares parental workshops

### **Environment for learning:**

- Welcoming and inviting environment throughout the school
- Clear rules, routines and expectations about behavior.
- Encouraging the development of positive and constructive relationships.

### **Promotion of motivated learners:**

- Support for vulnerable children and those with SEND.
- Celebration of successes and achievements through the use of points, student of the month, house competition and house challenge points.
- Reward assemblies
- Extra-curricular activities and trips (covid prevention permitting)
- A balanced curriculum designed to support, stretch, and challenge as well as their physical and expressive development.
- Recognition of different learning styles and encouraging independent learning.
- Using a variety of teaching styles while implementing the LE curriculum.

### **Support for teachers and colleagues:**

- Planning time within the school week
- Whole school/group training and PD.
- Access to appropriate support and PD.
- Involved in decision making and having a voice within the school e.g. policy reviews and PLCs.
- Consultation of development needs
- Performance management support and guidance.
- Induction training for new staff.
- Open door policy of SLT and MLT for all staff
- React quickly to problems by listening and being responsive to staff concerns
- Maintain contact with staff when absent.
- Provide opportunities for staff to socialize.

### **The principal and senior leaders:**

- Ensure provision of a healthy working environment
- Set an example for others
- Provide pastoral/welfare support for individual staff as required.
- Support staff in a fair, sensitive and confidential manner.
- Support as far as possible any initiatives and recommendations in relation to staff welfare with staff welfare and wellbeing committee.
- Promote a safe environment through training and implementation of the safeguarding policy.