

	ST ALBANS GIRLS' SCHOOL
Emotional Health & Wellbeing Policy	
GB sub-committee: Personnel & Student Wellbeing Committee	
Co-ordinator: Miss T Lambert	
Last Reviewed: Autumn 2023	Next Review: Autumn 2024
	
Signed by: Margaret Chapman <i>Head Teacher</i>	Signed by: Claire Barnard <i>Chair of Governors</i>

1. RATIONALE	
1.1	<p>Well-being is defined by how we feel. Students should feel safe, happy, comfortable and supported. At STAGS we are dedicated to making sure our students achieve a sense of belonging and a feeling of wellbeing in our community. This in turn enables them to focus on achieving their potential so that they can have access to the best possible life chances. This policy reflects our STAGS Values (Appendix 1).</p>
2. AIMS	
2.1	<p>At STAGS our Well-Being policy and is intended to:</p> <ul style="list-style-type: none"> ● Empower young people and their parents to actively influence their lives and their living conditions. ● Provide integrated and positive experiences and structures, which promote and protect student's health. ● Create an ethos of care, respect, participation, responsibility and fairness for all. ● To ensure a safe, supportive and challenging atmosphere. ● To value and support all pupils, their families and staff. ● To encourage a sense of belonging and promote self-esteem and respect. ● To provide good opportunities for partnership working within and outside the school - home, the wider community and key agencies. ● To equip students with resilience and coping skills when dealing with mental health ● To use the curriculum effectively to enable all pupils and staff to: <ul style="list-style-type: none"> ○ enjoy and succeed in a range of educational, social and cultural experiences. ○ make informed choices and decisions that help to ensure a healthy lifestyle. ○ make positive contributions to the well-being of STAGS and the wider community.

3. PROCEDURES	
3.1	High level Pastoral Support for all <ul style="list-style-type: none"> ● Pastoral System that integrates learning and pastoral support to provide a holistic approach to our students' education ● Directors of Learning and Form Tutors ● Student Support Officers (1:1 and group) and Students and Families Support Worker (1:1 support) ● Focus on peer/ friendship issues - worry boxes, Student Support Office as safe space, resilience cards, restorative justice, circle of friends ● Resources and strategies for students suffering with anxiety and self-harm issues ● Peer and staff mentoring programme ● Half termly Pastoral Support Meetings attended by pastoral, SEND/ EAL, leadership teams to share information/ideas for further support ● Whole school focus on attendance and early intervention to support positive school engagement
3.2	PARENTAL ENGAGEMENT <ul style="list-style-type: none"> ● Signposting, 1:1 support and supporting documents for parents. ● Frequent parental contact for Parents of students who are struggling with wellbeing. ● Parent events to support wellbeing ● Regular Parentcomms/STAGSLINK articles to raise awareness of factors contributing to negative wellbeing and mental health with strategies to avoid and support. ● Parent Voice - focus on safeguarding and wellbeing at least once a year ● Parents/Carers Exam Wellbeing - strategies and support parents/carers can provide at home.
3.3	WHOLE SCHOOL AWARENESS <ul style="list-style-type: none"> ● Information on key documentation and website that promotes the importance of mental health and wellbeing e.g. SIP KAT's. ● Participation in Anti-bullying Week, Mental Health week, Pride Month, Various SEND awareness weeks e.g. Autism, Dyslexia - important to recognise SEND students' vulnerability to poor mental health/ bullying, Get Fit Week. ● Whole school events e.g Personal Development Days Student Wellbeing Day ● Assemblies promoting good mental health and wellbeing with signposting for support
3.4	STAFF TRAINING <ul style="list-style-type: none"> ● Key staff are well trained in all aspects of wellbeing and emotional health e.g. Mental Health First Aid, self-harm, anxiety, bereavement, Safetalk and Assist, Protective Behaviours. ● Pastoral Hub meetings every half term to share good practice and ensure joint work with external agencies, ensuring the schools have a full picture of the support available to young people.
3.5	SCHOOL ETHOS AND VALUES <ul style="list-style-type: none"> ● School ethos promotes care for all members of the community ● High expectations of behaviour/conduct mean students feel safe in class and around school contributing to positive wellbeing and security - Rewards and consequences.

3.6	POLICY DEVELOPMENT AND REVIEW <ul style="list-style-type: none"> • School policies reflect the importance of wellbeing and mental health e.g., Child protection, Anti-bullying, SEND, Diversity and Equality, PSHE/Citizenship. • All such policies reviewed with input from Students, Staff and Governors. • Attendance monitoring and early intervention to support vulnerable students and families.
3.7	PERSONALISED SUPPORT FOR INDIVIDUAL STUDENTS <ul style="list-style-type: none"> • A continuum of Need (Appendix 2) approach to provide the most appropriate level of support for all students • 1:1 support from Student Wellbeing Advisor in school • Reduced and personalised timetables • Work with external agencies to provide alternative support - Youth talk, MIND, Herts SfYP, LINKS outreach, MHST, CAMHS • SEND support for those with learning and emotional needs impacting on learning • Self-esteem courses at KS3, 1:1 in KS4 • Exam wellbeing courses at KS4 and KS5 • Safety Support Plans in use where necessary • Pastoral Support Plans to work with students and parents to improve school experience
3.8	TARGETED WORK WITH EXTERNAL AGENCIES <ul style="list-style-type: none"> • St Albans Vista – Families First Assessments • Identifying and engaging vulnerable young people in challenging circumstances e.g. Hertfordshire Services for Young people – preventative programme for vulnerable students and Parents, Young carers, Child & Adolescent Mental Health Services (CAMHS) Herts Young Homeless, Children's Services e.g Intensive Family Support, SASH, LINKS Outreach, Talk, Sandbox, School Nurse, EP, SEND ISL (inc. ESMA)
3.9	STUDENT VOICE <ul style="list-style-type: none"> • Student Parliament meets regularly and raises concerns and worries of students - involvement in reviewing policies, Safe School map, Wellbeing survey. • Learner Voice gives students a chance to discuss any areas of their learning. • Target setting programme and student profile for SEND students.
3.10	CURRICULUM DEVELOPMENT/MONITORING <ul style="list-style-type: none"> • Carefully tailored PSHE curriculum Years 7-11 and PSHE policy to embed mental health education – Penn Resilience programme – specific units on mental health with high quality resources – see attached. • Survey on wellbeing to identify students at risk and put intervention in place. • Step Up Programme Year 12 – mental health lessons. • Audit of contribution to SMSC agenda across all departments. • Learning Walks by middle and senior leadership to identify a positive learning environment.
3.11	WELLBEING IN THE EVENT OF SCHOOL CLOSURE <ul style="list-style-type: none"> • Vulnerable students will continue to be monitored closely, either in school (if provision is permitted and requested) or at home via email, phone and virtual platforms • Risk Assessments will be put in place to ensure that necessary support is identified • Student Support Team will offer a school wide online platform for engagement and 1:1 provision via google meets • School staff will continue to work with and sign post to external agencies virtually

	<ul style="list-style-type: none"> • Communication with students and parents re: wellbeing
4. MONITORING	
4.1	<ul style="list-style-type: none"> • Student Wellbeing Surveys • Student Learner Voice • Student Parliament • Pastoral Support Meetings • Analysis of data – behaviour and achievement • SMSC audit of curriculum and assemblies
4.2	St Albans Girls' School monitors and reviews its policies and procedures on a regular basis to ensure that there is compliance.

Our Values





Pastoral Support at STAGS - a continuum of need

Whole School Approach	Individualised school support	Partnership working - on site external services	External and Early Help Services (not an exhaustive list)	Statutory Services
Form Tutors <ul style="list-style-type: none"> - Daily contact and support Directors of Learning <ul style="list-style-type: none"> - Whole year group care - Individual support - Parental engagement Heads of Key Stage <ul style="list-style-type: none"> - Strategic overview of Key stage - Individual support Deputy Head - <ul style="list-style-type: none"> - Safeguarding and child protection Student Welfare <ul style="list-style-type: none"> - Safeguarding and child protection Staff Wellbeing and training <ul style="list-style-type: none"> - Policies on CP, anti bullying, behaviour etc Personal Development and PSHE programme	Student Support Officers <ul style="list-style-type: none"> - Safe Space - Drop in service - Regular support Student Wellbeing Advisors <ul style="list-style-type: none"> - 1:1 focused support Learning Support Teaching Assistants <ul style="list-style-type: none"> - In class support - Small groups and 1:1 work - Post suspension workshops 	St Albans Plus - Family Support Worker <ul style="list-style-type: none"> - Parent Support - Family First Assessments - Team Around the Family CAMHS Trailblazers <ul style="list-style-type: none"> - 1:1 support - Group work - Parent workshops Herts Services for Young People <ul style="list-style-type: none"> - 1:1 mentoring - Support Groups - Careers advice LINKS Behaviour Support <ul style="list-style-type: none"> - 1:1 work - Transition support School Nursing Service <ul style="list-style-type: none"> - Individual referrals - Advice and guidance 	Families First <ul style="list-style-type: none"> - Early help services for the family Youth Talk <ul style="list-style-type: none"> - Counselling service Cruse Bereavement Network <ul style="list-style-type: none"> - Services to support families with bereavement Herts Young Homeless <ul style="list-style-type: none"> - Support for young people at risk of homelessness - Family mediation services CAMHS <ul style="list-style-type: none"> - Specialist mental health support Step2 <ul style="list-style-type: none"> - Mental health support SARC (Sexual Health Referral Centre) <ul style="list-style-type: none"> - Individual support for victims of abuse The Wellbeing Service <ul style="list-style-type: none"> - Self referral for over 16 year olds and staff 	Children's Services <ul style="list-style-type: none"> - Safeguarding Team - SASH - Intensive Family Support CIN (Child in Need) <ul style="list-style-type: none"> - TAF and CIN planning CCP (Child Protection Plan) <ul style="list-style-type: none"> - Conference and core group meetings CLA (Child Looked After) <ul style="list-style-type: none"> - Care Plan - ePEP (Personal Education Plan)