

NCPS Emotional Wellbeing and Mental Health Strategy (EWMH)		
Objective	What we will do	What we want to achieve
The school is committed to promoting and protecting emotional wellbeing and mental health by achieving the Wellbeing Award for Schools.	Staff, pupil and parent/carer surveys will have been completed and follow up actions identified	The whole school community is involved in promoting positive emotional wellbeing and mental health and are aware of what is happening and why.
The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all involved with the school.	Share the school vision and EWMH strategy with all pupils, staff and parents/Carers. Evaluate what areas are working well and what we need to do better at. Recognise the risk factors to EWMH through training delivered by mental health support team	The whole school community is aware of what is in place to support positive EWMH and what is in place to reduce the risk factors.
The school has a positive culture which regards emotional wellbeing and mental health as the responsibility of all.	Gain pupil, staff and parent/carer views and open avenues of communication to discuss promoting positive EWMH. Develop a listening culture. School policies reflect opportunities to promote positive EWMH.	The whole school community recognises what they can do to promote positive EWMH. Pupils' attendance, behaviour and engagement in school increases.
The school actively promotes staff emotional wellbeing and mental health.	Make sure staff feel safe, comfortable and listened to in work. Put in place the resources and environment to promote staff wellbeing – upgrade staffroom. Develop clear line management and appraisal structures so staff know who to speak to and what is expected of them. Provide external support, Employee assistance programme, to support with mental and physical wellbeing. Staff wellbeing group in place to develop staff Workload and Wellbeing charter. Employee assistance programme in place	Staff feel safe, comfortable, and listened to in work. Their views and opinions are valued, and they recognise their role in establishing change.

<p>The school prioritises professional learning and staff development on emotional wellbeing and mental health.</p>	<p>Provide current, high quality training opportunities to staff to develop their knowledge and understanding of EWMH. Staff encouraged to be proactive in identifying CPD opportunities that link in with the SDP and our vision for promoting positive EWMH. Staff twilight on identifying and supporting mental health and wellbeing. 3 staff to be trained in Mental Health First Aid. 2 staff trained as Thrive practitioners. 4 staff have attended Bereavement training. 2 staff trained as emotional literacy support assistants /Messy play therapists. 1 staff has completed Masters in young child and adolescents' mental health. NASENDCO qualification</p>	<p>Staff are appropriately qualified and experienced to support the promotion of positive EWMH Staff are confident in their ability to identify the risk factors to positive EWMH</p>
<p>The school understands the different types of emotional and mental health needs across the school and has systems in place to respond appropriately</p>	<p>Wellbeing curriculum lead. OPAL Utilisation of the in-house referral process to the inclusion team to put in place enhanced support mechanisms. inclusion meetings to track and identify pupils who are struggling. Widen the choices for daily lunchtime activities and ensure they are purposeful and engaging. Wide range of after-school clubs to promote participation and increased physical activity. Regular pupil questionnaires to monitor wellbeing.</p>	<p>A wide range of activities are available for pupils to access to promote positive EWMH, participation rates in activities increase. Pupils' needs are effectively identified and acted upon with interventions following the Assess, plan, do, review cycle.</p>

<p>The school actively seeks the ongoing participation of the whole-school community in its approach to emotional wellbeing and mental health.</p>	<p>Continuation of parent coffee mornings Regular pupil voice meetings in place. Continuation of parent coffee mornings (currently in virtual format) Weekly SEND surgery MHST workshops</p>	<p>The whole-school community has a clear process to engage with the positive promotion of EWMH</p>
<p>The school works in partnerships with other schools, agencies and available specialist services to support emotional wellbeing and mental health</p>	<p>Cradle to career- Northwood project Kirkby collaborative – visits from other schools SENDO forum Inclusion cluster MHST Northwood Family hub Visits from other schools to see SEMH provision</p>	<p>Positive links with the wider community in place.</p>