



Newbury Manor School



Health and Wellbeing September 2022

Local Procedure Title	Health and Wellbeing (Aspris: ACS17 Health and Well-being)
Site	Newbury Manor School
Local Procedure date	September 2022
Local Procedure review date	September 2023
Local Procedure Author(s)	Rebecca McArthur
Local Procedure Ratification	SLT

1. Introduction

Aspris Children's Services seeks to ensure that the physical, mental, social, emotional and sexual health of children and young people is promoted as effectively as possible, by facilitating and encouraging healthy lifestyle decisions.

Each child or young person attending an Aspris Children's service is enabled to develop skills and abilities to the optimum individual level possible in relation to living a healthy lifestyle and making informed choices about their personal health.

Pupils and Staff Colleagues at Newbury Manor School are provided with such experiences to develop their physical, mental, emotional health and well-being through a range of activities and opportunities.

All staff encourage healthy lifestyle choices and, when identified, young people can be provided with additional guidance and support which can also include information around sexual health and personal care skills if appropriate.

In some cases, external professional expertise will be sourced to support pupils or staff. Examples of this could be an external therapy specialist or for staff the EAP service.

All staff complete Mandatory Training in relation to health and well-being, and in addition, appropriate training is sought and delivered where additional specific requirements are identified through the needs of the pupils.

E-Learning modules can be accessed through the Aspris Learning Lounge, while Face-to-Face Emergency First Aid at Work training and case-specific additional training is delivered by external providers.

3. Promoting wellbeing for Pupils:

Education staff promote health and well-being through learning associated with the Personal Development of pupils and the learning opportunities provided for will be dependent on the young person's need. All members of the Multi-Disciplinary Team (MDT) are responsible for delivering opportunities through the individual and group therapy programmes they are involved in. Individual pupils' needs are addressed every week at the multi-disciplinary meetings. The pupil's progress will be reviewed regularly and reported to external stakeholders.

Education staff promote healthy lifestyles during the taught sessions of Personal Development and during relevant areas of the curriculum. Regular balanced meals are provided by the school, as are healthy snacks (fruit only) and water to drink.

There is an active school-council at Newbury Manor School where pupils are encouraged to share their views. Other areas of the school community where pupils well-being is promoted:

- Pupil representatives sit on the H&S committee.
- Student Council
- Diversity rocks (Equality Group)
- Disability Nurse available
- Therapy Team

4. Promoting Wellbeing for Staff:

Regular balanced meals are provided by the school for all staff. The Senior leadership team take a proactive stance on work-life balance for all teachers within the school. A range of initiatives have been instigated by the school as part of the company's commitment to staff well-being and are informed by regular colleague engagement surveys.

- ACE Forum (Active Colleague Engagement Forum) meets quarterly with a representative from each school in the Somerset and Devon Cluster with a clear agenda and representation from proprietorial Governance.
- Colleague Engagement Survey – now taking place 3 times a year to inform SDP
- Trained Mental Health First Aiders on site.
- Wellbeing Team – led by Pastoral lead
- 'Wellbeing Insets' calendarized
- 'Wellbeing Wednesday'

5. Promoting Mental Health

We take a whole school approach to promoting positive mental health, aiming to help pupils and staff become more resilient, happy and successful and to work in a pro-active way to avoid problems arising. We do this by:

- Creating and applying consistent ethos, policies and behaviours that support mental health and well-being.
- Adhering to a positive, restorative approach to behaviour management.
- Helping pupils socially to form and maintain relationships.
- Helping pupils to feel comfortable about sharing any concerns or worries.
- Teaching pupils' emotional skills and an awareness of mental health so that they understand their emotions and feelings better.
- Promoting self-esteem and ensuring pupils understand their importance in the world.
- Helping pupils to be resilient learners and to manage setbacks.
- Identifying pupils who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers.
- Supporting and training staff to develop their skills and their own resilience.

- Developing an open culture where it's normal to talk about mental health.

6. Privacy and Dignity

All pupils and staff are encouraged to feel Newbury Manor School reflects their individual values and beliefs and that they are treated fairly and sensitively.

All staff recognise and respond to the individual cultural and religious traditions of each young person.

Intermate care plans and individual behaviour plans are in place for some pupils where necessary.

If a pupil has any concerns that they being listened to they know to access the following

- Open door policy and regular access to Senior Leadership
- Have your say leaflet.
- Pupil complaints leaflet
- School Council
- Diversity Rocks

If a staff member has any concerns that they are not being listened to they know their line manager, an open door policy to SLT, who the Operational Director is and the company whistleblowing policy.

Local Procedure Review History:

Date Reviewed	Reviewer	Summary of revisions
Written – Oct 2021	Rebecca McArthur	
Reviewed – Sept 2022	Rebecca McArthur and Michael Pearce	