



Reddish Vale High School

Wellbeing Strategy

Introduced: September 2023

Approved by SLT: 26th September 2023

Approved by Governors: 10th October 2023

Reddish Vale High School – Wellbeing Strategy September 2023

| Staff | | | | | |
|------------|--|---------------------------------------|------------------------|--|-----------------|
| Priority | Implementation | When | Who | Impact | Further actions |
| Staff time | 48 hour email/phone response policy | Ongoing | All staff | Staff have time to build parental communication into teaching / meetings timetable, and can investigate or seek support prior to communication taking place. | |
| | Calendar planning ensures key workload points are spread out evenly across the year <i>Data collection points</i> <i>Twilight sessions</i> <i>Parents evenings</i> <i>Additional late night events e.g. open evening, awards evening</i> | Planning stage; summer term | SLT | Key workload points are spread out across the academic year to allow staff to manage workload effectively, whilst maintaining positive wellbeing. SLT planning of this ensures the staff time budget falls within guidelines. | |
| | Data collection points are supported by T&L and exams team <i>RAM documents provided to HOD and class teachers with initial data analysis already completed</i> <i>Allocated time slots calendared throughout year; x2 for KS3, x3 for KS4</i> | Calendared points throughout the year | Teaching staff HoDs | Increased workload surrounding data analysis is supported by the T&L and data team, providing key information to class teachers and department leads, allowing time for effective data analysis to take place. These key points are spread across the academic year allowing teaching staff and department leads to manage time effectively. | |
| | Staff PPA time | Ongoing | All teaching staff | All teaching staff are given PPA in line with union guidance for their specific roles within school. | |
| | Protected ML / SLT time | Ongoing | ML / SLT staff | Additional protected time for leadership roles allows time for increased responsibilities e.g. QA, meetings, behaviour walkabout. | |
| | Centralised detention system | Ongoing | All teaching staff | This reduces the need for staff to run their own daily detentions. Staff support for 30 minutes once a | |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|-----------|---|-----------------------------------|-------------------------------|--|----------------------------------|
| | | | | fortnight as their contribution to the whole school strategy. | |
| | Staff use for cover | Ongoing | All teaching staff | The school policy ensures teaching staff are only used for 'rarely cover' in emergency situations, ensuring staff time is protected for managing their workload. | |
| | Email signatures promoting wellbeing | Autumn term 2023 | Choice available to all staff | Staff share key messages around time management and managing workload. | LHO to implement |
| Staff CPD | Time efficient marking strategies shared and encouraged through CPD sessions | Ongoing | Teaching staff | T&L team share strategies that encourage timely feedback for pupils which moves learning forward, without demanding excessive staff time. | Review through QA |
| | Protected departmental planning time (dates shared in advance) | Ongoing | All teaching staff | CPD planning ensures departments are allocated sufficient time to carry out joint planning, QA & moderation. This is planned in line with external and whole school CPD delivered to ensure this is balanced fairly. | |
| | Review of school policies to ensure staff wellbeing and mental health is embedded where appropriate | Ongoing: as policies are reviewed | SLT Governors | Wellbeing and mental health are considered consistently amongst all areas of school. | |
| | External CPD courses encouraged & funded by school <i>NPQs</i> <i>Chartered teaching</i> | Ongoing | All staff | Staff are encouraged to participate in external development courses to enhance their own practice. | 2023-24 courses to be identified |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|------------------------|--|--|---|--|---|
| | <p><i>Exam board courses</i> <i>Leadership legacy</i></p> | | | | |
| | Internal coaching programme | Ongoing | All staff | Staff in need of further development are identified by the T&L and behaviour team, and work alongside a coach to help develop their practice and individual areas for development. | |
| | ECT programme | Ongoing | ECT 1 & 2 staff | ECTs are enrolled onto a National programme which supports all elements of ECT training, alongside internal CPD delivered by the T&L and behaviour teams. | |
| School culture & ethos | <p>Staff shared rewards/ celebrations <i>Weekly colleague of the week</i> <i>Staff advent calendar</i> <i>End of half term treats</i> <i>T&L positive 'shout outs'</i></p> | Ongoing | All staff | Shared successes and identification of good practice encourages and celebrates staff. | |
| | Staff wellbeing training | Ongoing | HR staff SLT Wellbeing Lead | HR staff and SLT Wellbeing lead are able to implement shared good practice and further develop their skills in supporting staff across the school. | |
| | Weekly staff briefings | Ongoing | All staff | Attendance allows for key messages to be shared, and includes the staff shared rewards and celebrations (see above). | |
| | <p>Staff voice <i>Head teacher open door policy</i> <i>Staff voice surveys</i> <i>Consultation on term dates</i></p> | Ongoing | All staff | This enables staff to share viewpoints on policies and operational concerns, allowing leaders to factor in staff voice. | 2023-24 staff voice dates to be confirmed |
| | Staff wellbeing working party | Launch Autumn / Spring term by LH | Representatives from different job roles in school | This will provide a structured opportunity for representatives from across the school to share ideas and contribute to ongoing development of staff wellbeing across school. | Implementation based upon model of good practice identified within LH previous school |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|--|---|---------|--------------|---|--|
| | Return to work interviews & Occupational Health Referrals | Ongoing | All staff | HR can refer staff to occupational health, if necessary. | |
| | Employee Assistance programme | Ongoing | All staff | All staff are able to access professional support and advice regarding issues that may affect their wellbeing inside & outside of the workplace. This can be accessed without incurring a cost via self-referral. | |
| | Wellbeing staffing <i>Allocated member of SLT</i> <i>Allocated Governor</i> | Ongoing | LHO/CM RC | Ensuring identified staff are overseeing wellbeing ensures that wellbeing remains a priority across school. | |

| Pupils | | | | | |
|------------------------|--|---------|-------------|---|---------------------------|
| Priority | Implementation | When | Who | Impact | Further actions |
| Intervention & support | Identification of pupils struggling through meetings; <i>RAM</i> <i>Pastoral</i> <i>Year team</i> <i>Tutor briefings</i> <i>SEND</i> <i>Inclusion Meetings</i> | Ongoing | All pupils | Any concerns raised can lead to relevant intervention mapping, referrals and contact with parents to support mental health and wellbeing. | Ongoing identification |
| | Time out / HIVE passes | Ongoing | SEND pupils | Pupils who require further support with regulating emotions or requiring time out will have an identified space / member of staff on their time out pass. | Ongoing review from SENCO |
| | Mental health practitioner | Ongoing | All pupils | Pupils are identified by year teams / DSL as requiring support from the designated mental health practitioner during 1-2-1 Monday sessions. This is part of the Stockport | Ongoing identification |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|------------------------|--------------------------|---------|------------|--|------------------------------------|
| | | | | NHS pilot, focusing on supporting young people’s mental health and wellbeing. | |
| | Personal mentor sessions | Ongoing | All pupils | Pupils are identified by year teams / DSL as requiring support from the volunteer personal mentor team who work 1-2-1 with pupils. | Ongoing identification |
| | HIVE interventions | Ongoing | All pupils | Pupils are identified by year teams / DSL / Deputy Head / SENCO as requiring specific HIVE interventions such as zones of regulation, black sheep social stories, farm therapy. | Ongoing identification and mapping |
| | Medical passes | Ongoing | All pupils | School first aider can issue toilet / time out passes based upon the medical needs of pupils which can relieve stress and anxiety around medical issues. | Ongoing review by AP / JN |
| | Safeguarding referrals | Ongoing | All pupils | DSL and safeguarding manager can refer, or support families in making referrals to outside agencies that can support with specific needs of young people and their families. | |
| | Bullying referral system | Ongoing | All pupils | Pupils involved in potential bullying issues are identified through a full investigation, with support given to victims and sanctions provided to perpetrators. This is an ongoing log overseen by pastoral manager, AK, which can also lead to further interventions if deemed necessary. | Ongoing identification and support |
| School culture & ethos | Pupil voice | Ongoing | All pupils | Pupil voice is carried out at least once a term, with a follow up of ‘you said, we did’. This ensures pupils feel valued within the school community and have a voice on key issues. | |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|--|--|---------|------------|--|--|
| | PSHE curriculum | Ongoing | All pupils | The PSHE curriculum incorporates wellbeing as a priority, using specialist external resources to deliver high quality lessons. QA is carried out to ensure consistency and quality. | |
| | Tutor time curriculum | Ongoing | All pupils | The tutor time curriculum links in with the PSHE curriculum, and incorporates wellbeing as a priority. It uses specialist external resources to deliver high quality sessions. QA is carried out to ensure consistency and quality. | |
| | Extracurricular and enrichment opportunities available | Ongoing | All pupils | A wide variety of enrichment and extracurricular opportunities allow pupils to develop new skills and meet new friends, impacting positively on their wellbeing. | Launch of new extra-curricular offer Sept 2023 |
| | Pastoral staff teams | Ongoing | All pupils | Pupils are aware of the relevant staff members they can approach with any wellbeing and mental health concerns. | |
| | SHARP reporting system | Ongoing | All pupils | Pupils are able to submit anonymous concerns using the school SHARP system. Staff can then monitor these concerns and intervene as appropriate. | |
| | Restorative Justice Ambassadors | Ongoing | All pupils | Year 11 prefects have been trained as restorative justice ambassadors and host drop in sessions where pupils can share concerns and friendship issues. As part of their training, the ambassadors have a good understanding of the reporting system in place, and staff support within these sessions. | |

Reddish Vale High School – Wellbeing Strategy September 2023

| | | | | | |
|------------------|--|---------|-------------|---|---|
| | Transition processes (KS2-3, KS4-5) Option choices & careers pathways | Ongoing | Year 7 & 11 | Key transition points are identified in years 7 & 11 which may impact upon pupil wellbeing. Pupils receive whole year group support through tutor time sessions and assemblies, and identified pupils will receive specific interventions as discussed above. Year 7 are supported through thorough data collection from primary schools, to ensure those who are the highest need in terms of transition are identified and specific actions in place. | |
| | Signposting to external agencies & alternative provision | Ongoing | All pupils | Signposting posters are displayed in appropriate places around school, such as queues and toilets, which direct pupils to age appropriate and approved external agencies who can support with a variety of issues that may affect their mental health and wellbeing. | SW to carry out audit and reissue where necessary |
| | Staff CPD <i>Whole staff safeguarding training – annual refreshers and Mental health first aid Papyrus courses Trauma and attachment PREVENT Positive Behaviour</i> | Ongoing | All staff | Staff are trained in a variety of different ways to support pupils with issues that affect their mental health and wellbeing. The safeguarding and reporting culture in school is strong which allows for timely and appropriate support for pupils. | |
| | Rewards <i>Positive phone calls home Cake with the head Postcards Common room rewards Termly trips</i> | Ongoing | All pupils | The culture of rewarding positive behaviour choices enables pupils to participate in positive rewards sessions which supports pupil wellbeing. | |
| Parents / Carers | | | | | |

Reddish Vale High School – Wellbeing Strategy September 2023

| Priority | Implementation | When | Who | Impact | Further actions |
|------------------------|---|---------|--------------------|--|-----------------|
| Parental communication | Parents/carers are invited to attend: <i>Attendance & Behaviour panels</i> <i>SEND reviews</i> <i>Parents forum</i> <i>Parents evening</i> <i>Parents information and engagement evenings</i> <i>Transition evening</i> | Ongoing | All parents/carers | Parents/carers have the opportunity to engage in the school, build good working relationships, share their views and are educated on different ways they can support their children. Parental voice is valued at RVHS. | |