Evaluation of Wellbeing Provision at WPS

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| **Stakeholder** | **Provision January 2020**  **Continued during COVID period 2020-21** | **Weakness/gaps identified (how)** | **New Provision September 2020- March 2021** | **Next Steps/future planning** |
| **Pupils** | * General/Additional pastoral support given by SLT members, teachers and TAs in class * PSHE lessons (often taught by PPA and cover teachers) * PE (taught by non-specialist class teachers) * Access to CAMHS support * Access to learning mentor * Talking and Drawing therapy * Art Therapy * ‘Adult friends’ * Learning mentor – Ms Kelly * Growth mindset ethos (including lessons and displays) * Open door SLT offices for pupils at lunchtime/SLT on duty * Promote ‘speak out stay safe’ (NSPCC) and talking to someone if you are worried * Transitions –programme for Year 6 to Year 7 and EYFS to Year 1 * Speak about vulnerable children at SLT * Wide variety of After school clubs run by staff * Breakfast club and after school club * Class assemblies and music assemblies * Sports and physical activity facilities around the school (sports hall, adventure playground, mini-pitch, table tennis tables) * Circle time in lower year groups * Nature garden and other outdoor learning, in particular in EYFS * Yoga in PE- EYFS * Some TAs take children with emotional needs and social difficulties to work in small groups * Additional EAL support and EAL trips * Quiet area in playground * Year 6 award ceremony * SATS breakfast * Playground buddies * Junior citizenship programme – year 6 * School Value Tree -Leaves in assemby * Trophies and certificates in assembly | **Some pupils** feel not all teachers/adults ask them about their feelings or know their feelings and that not all problems are sorted out adequately. Adults don’t always know their names. They feel that adults don’t always listen to them.  (questionnaire) | * Emotional check in during September 2020 * PSHE and Wellbeing recovery curriculum including encouraging children to talk about worries September 2020 * Zones of regulation check in introduced in Autumn term 2 2020. * Online check in during lockdown January – March 2021 * NSPCC Speak out stay safe assembly on return to school | * Further work on zones and self-regulation strategies e.g size of the problem * Peer support for wellbeing * Redevelopment of playground buddies post COVID |
| Developing Global Citizens(staff meeting) | Development of Geography and History curriculum to have a more ‘global’ and inclusive curriculum. | \*’Buddy’ bench redevelopment  \*Library – quiet reading  \* ‘Say something positive mirror’  \*Mental health first aid/in school counselling  \*Alternative seating in classroom – more comfortable – cushions/balls/benches/floor space  \*Lego therapy  \*Daily mile – run 1 mile around playground daily or equivalent |
|  | Zones of Regulation charts |
| More nature garden time (staff meeting) | Specialist teacher takes children half termly for session in nature garden |
| ’How do you feel?’ board (staff meetin) | Introduction of Zones of Regulation check in and feelings vocabulary |
| Specialist provision – key people in year groups – trained (staff meeting) | Specialist art, music, PE and computing teachers starting from September 2020 |
| More fun days, relaxation and days in you pyjamas  (staff meeting) | Go green for Felix  Odd Socks Day  Christmas Jumper Day  Express yourself for mental health week  Pyjamarama’ planned for Summer term |
| Assemblies with scenarios to address conflict resolution  (staff meeting) | Assemblies about wellbeing planned for Summer 2021 |
| Communication to all staff of children with needs in class  (staff meeting) | Identification of  Handover meetings to next class teacher including more detail about those children with different needs |
| **Staff** | * Coaching style of performance management * Opportunities to talk in confidence to AHT or other member of SLT * Headteacher’s ‘open door’ policy * TOIL days can be earned * Staff invited to Wellbeing meeting by HT * Parents meeting on an inset day/no inset on week of evenings * Shared decision making e.g. calendar, SIP teams * Leadership days for middle leaders * Regular CPD/ coaching * Training for growth mindset * Can book to go on courses * Specialist staff trained e.g. drawing and talking * Approachable, friendly staff * Staff nights out * Management and year group teams offer good support and understanding * Treats in the staff room from SLT * Flexible e.g. able to attend own children’s events * Car park * Awareness of workload from SLT e.g. new marking and feedback policy * Honouring PPA + leadership day * Drinking water provided in staffroom | More time needed for further INSET for staff, including more specialist training on mental health and wellbeing for staff to support pupils. Ongoing, not just one meeting.  (staff meeting) | * 2x EP training * 1x Zones of Regulation training * Place2Be Wellbeing Champion training offered | * Offer more specialist training e.g from WEST (Wellbeing and Emotional Support Team – Brent) * Develop Mental Health specialists at school e.g. Mental Health First Aiders * Trauma informed classroom * Emotional coaching * Ascertain interest from Staff training/wellbeing questionnaire in March/April 2021 |
| Need a way to report mental health concerns for staff and improve confidentiality for staff with mental health concerns.  (staff meeting) | * Staff can request a ‘formal’ wellbeing meeting with member of SLT | * Training for SLT members |
| Need a quiet area for staff, yoga for staff, growth mindset approach for staff.  (staff meeting) | * PPA room being developed for teachers so that staff room is just for relaxation/lunch * Year group lunch areas assigned due to COVID regulations. * Appraisal Policy updated for teachers to mention staff wellbeing explicitly | * Yoga and other clubs for staff when COVID restrictions lifted * Staff room for relaxation and lunch for all staff when COVID restrictions lifted |
| Need a more open discussion around mental health to give staff confidence to discuss it with SLT or have a counsellor on site for staff. (staff meeting) | * Confidential EP sessions offered to staff. * Education Support Services offered to staff. * Informal confidential support offered to staff by SLT | * Continue to offer this support to staff. * Look in to the possibility of offering this on site. |
| More opportunities for staff to socialise informally. (staff meeting) | * Social WhatsApp groups for teachers and Tas * Online Quiz December 2020 * Online Bingo March 2021 | * More opportunities to do this post COVID * Ask staff what they would like to do |
| Staff retention data – reasons for leaving (Headteacher) | * Data currently collected for some but not all | -Develop an exit interview for SLT to use to gain a more accurate picture for reasons for leaving. |
|  | Ideas from staff meeting January 2020 | Compulsory lunch together  (staff meeting Jan 2020) | * Each year group has an assigned lunch area | EYFS –we could receive a break like everyone else  \*NN to get appraisals/performance management  \*Prayer room/quiet room  \*Nature garden day for staff  \*Car washing service!  \*Food provided for at parents evening  \*Teacher and TA Appreciation Day  \*Staff bring home cooked/ baked food for shared lunch on inset days  \*More relaxed staffroom/ change of arrangement of furniture/ change of furniture/  \*Boards aimed at relaxing staff/ laugh board / UNIONS board  \* Random acts of kindness/pay it forward initiative |
| Someone to talk to in confidence  (staff meeting Jan 2020) | * ESS and EP support offered. |
| More social events  (staff meeting Jan 2020) | Online quizzes and bingo  WhatsApp social groups |
| Separate PPA room from staffroom to separate work and relaxation  v | * PPA room being developed in an empty office previously used by the children’s centre |
| \*Free tea and coffee  (staff meeting Jan 2020) | * Free tea and coffee now in staff room and meeting room |
| \*Keep up with other schools – half day finish end of term  (staff meeting Jan 2020) | * Half day finish end of term – put forward to governors |
|  | Relaxation – calming music – at least 5 mins daily  (staff meeting Jan 2020) | * Calming music played every morning in the quad |
| Year group PPA  (staff meeting Jan 2020) | * Year group PPA for teachers in specific rooms -started September 2020 |
| \*Reduce workload for teachers  Training in emotional wellbeing and mental health for all staff  (staff meeting Jan 2020) | * Reduce workload for teachers – no SIP meetings during Autumn and Spring terms, no INSET during Spring closure |
| **Parents** | * On site parenting classes * Wellbeing Workshop (Dec 2019) * Informal support given by SLT members, teachers and Tas - Open door policy * Parent Forum * Parent workshops – curriculum subjects * Fun fit families * Felix project – food bank at school * Parents meeting – days & evenings offered * Support for our vulnerable families * Coffee mornings (SEN and EAL) * To go on school trips * Newsletter links * EYFS – mother’s day, father’s day * Parenting course – certificate * Reading initiatives to get parents into school e.g. Mums and Chums and Dad and Lads. | **Some parents** would like to know who to talk to about their own and their child’s wellbeing at school.  (questionnaire) | * Development of website with contact details for SENCO and other services e.g. Ep and online support * Offers of support during lockdown via website. * Wellbeing support for parents during COVID period via email, phone, Google Classroom and Tapestry. | * Develop wellbeing support through a parents wellbeing champion groups * Offer parent (or parents and children) wellbeing workshops and events at school * Invite specialist speakers in to support parents |
| How to keep children safe online – information regularly  (Staff ideas meeting January 2020) | \*Safer Internet Day whilst at home during lockdown to support parents and children | Family & child clubs  \*Parents support group/coffee mornings e.g fill in forms, help out with subject knowledge – in different languages  \*Parenting classes each term  \*How to keep children safe online – information regularly  \*Nature garden day for parents  \*End of term lunch  \*Parents coming into classes more – parties/mother’s day /father’s day  \*Jumble sale/2nd hand uniform shop  \*Bring and buy/SWOP sale – books, toys and clothes at different times |
| -Parentmail  \*Email newsletters  \*Daily text  (staff meeting Jan 2020) | Increased digital home/school communication with parents – now done by text, email, website, Google Classroom and Tapestry |
| \*Digital – to help with home/school communication  \*Help to inform parents about mental health  (staff meeting Jan 2020) | \*Website developed to help to inform parents about mental health and wellbeing support and initiatives Newsletters now on website – wellbeing section |
| Parenting classes each term | Remote parenting classes being offered. |
| \*Half days for the end of each term  (staff meeting Jan 2020) | Proposal for half day at end of term has gone to governors |