

Dunottar School

Mental Health & Wellbeing Strategy

Warrior Learner



Aspiration



Creativity



Curiosity



Tenacity



Independence



Collaboration



Inclusivity



Dunottar School

Why do we need a Wellbeing & Mental Health Strategy:

At Dunottar, we recognise that positive wellbeing and good mental health is vital for our pupils' and staffs' happiness and achievement. We do this by :-

- Promoting positive mental and emotional wellbeing by providing information and support.
- Creating a shared understanding of all aspects of mental health.
- Enabling those with mental health related issues to self-disclose and seek support in a safe confidential manner.
- Offering guidance and strategies, along with the support of Mental Health First Aiders, to support pupils and staff to be mentally healthy
- Creating a culture to support and maintain positive mental health and wellbeing.



What is the Mental Health and Wellbeing Strategy?

The Mental Health and Wellbeing Strategy is a guide to define ‘how’ we are expected to support children and staff with mental health and wellbeing and ‘what’ practice we implement to support mental health and wellbeing.

The strategy details the systems in place to ensure that mental health and wellbeing is embedded into our culture to support the children and staff at Dunottar School.

What do we mean by mental health?

Mental Health is “the emotional and spiritual resilience which enables us to enjoy life and survive pain, suffering and disappointment. It is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance.” (World Health Organisation)

Mental health affects all aspects of life and behaviour. Like physical health, mental health is something we all have. It can range across a spectrum from healthy to unwell; it can fluctuate on a daily basis and change over time.



How do we promote positive mental health and wellbeing at Dunottar School:

- Promote knowledge and understanding of both internal and external support services.
- Encourage and support the whole school community to be positive in its approach to mental health and wellbeing.
- Provide guidance and support to all those connected with the organisation to help them develop confidence in their ability to manage mental health and emotional wellbeing.
- Provide appropriate training and information to staff on mental health and emotional wellbeing.
- Have named Mental Health First Aiders who are the contact point at Dunottar School and a Pastoral team who are responsible for coordination and delivery of the school's mental health and emotional wellbeing strategy.
- Seek to embed mental health and emotional support across the curriculum.
- Build links and awareness with outside mental health charities.
- Train teachers on how to work with students with SEND and provide ongoing support.
- Educate teachers and staff on LGBTQ+ issues and provide resources for students, support groups such as our current Inclusivity Club and counselling services.
- Continue to educate students and engage with parents about the risks and benefits of social media.



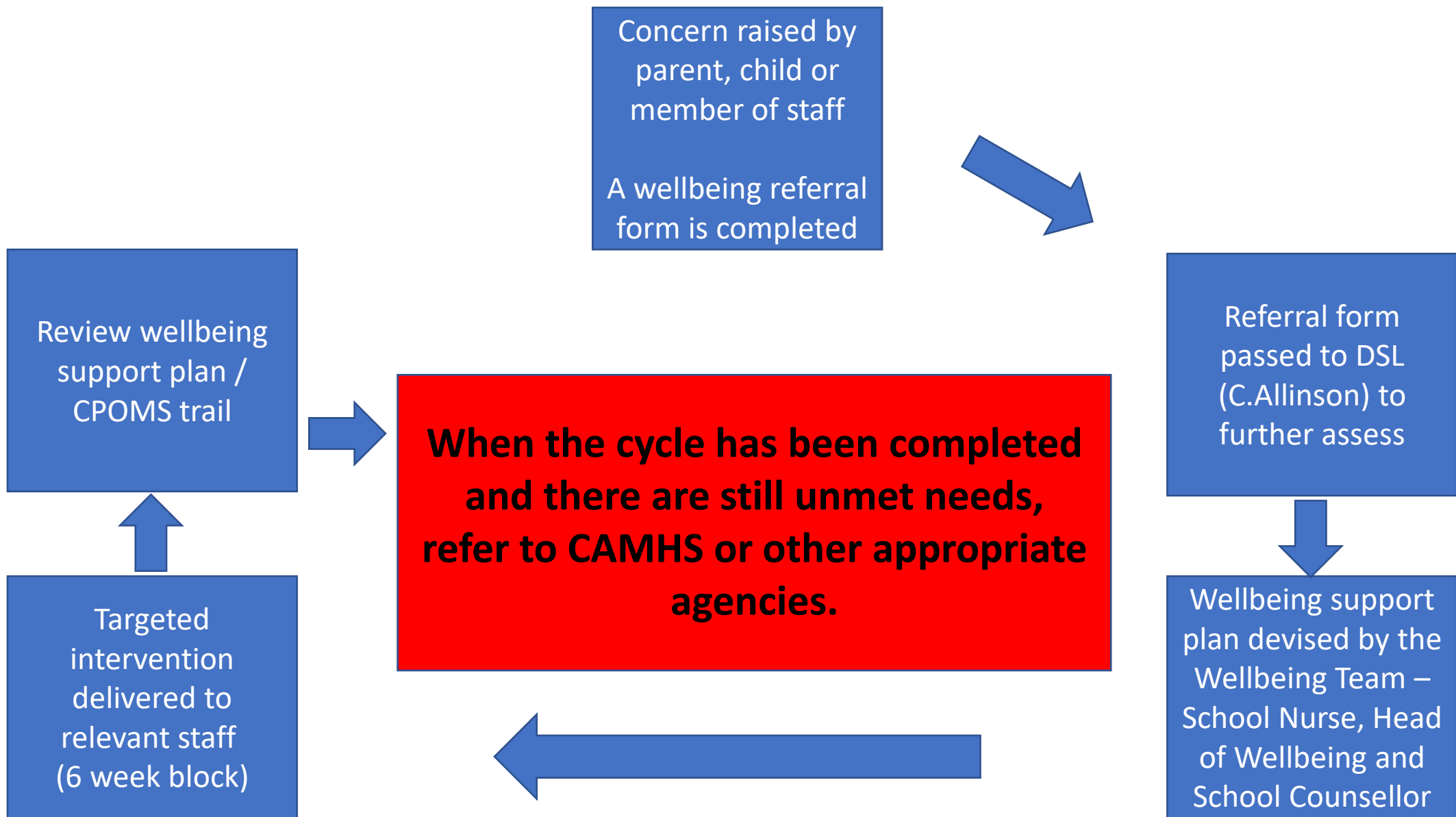
How do we support positive mental health and wellbeing at Dunottar School?:

- Promote a culture which supports and encourages self-disclosure.
- Provide a framework for responding appropriately to mental health wellbeing.
- Recognise that staff have the responsibility to alert others to potential and actual indicators of mental health needs and to take this action whenever necessary. For pupils, through our wellbeing referral support system and CPOMS system following our Safeguarding Policy and for staff, via their direct report or the Senior Leadership Team.
- Co-operate with other organisations involved in the delivery of mental health and emotional support services.
- Observe the principles of confidentiality and general data protection in respect of mental health and emotional wellbeing.
- Arrange lesson cover and scaffold staff when they need time out.

What do we do if we believe a child or member of staff needs support?:

- Any member of staff who is concerned about the mental health or wellbeing of a student should speak to the Wellbeing Team in the first instance. If there is a fear that the student is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead. Any other Safeguarding concerns that are non-urgent should be recorded via CPOMS.





Supporting staff's positive mental health and wellbeing at Dunottar School:

The Governing Body will continue to promote and work towards performance improvement and efficiency, getting the very best from our staff, retaining and attracting the people who are best skilled and motivated. Wellbeing in the workplace is relevant to all employees and everyone can contribute to improved wellbeing at work. Addressing workplace wellbeing can help strengthen the positive, protective factors of employment, reduce the risk factors for mental ill health and improve general health.



To fulfil this commitment, the Local Governing Body and Senior Leadership Team will:

- Make health and wellbeing a core priority. Value the strategic importance and benefits of a healthy workplace. We will encourage a consistent, positive approach to all staff health and wellbeing.
- Make clear the link between employees' health and wellbeing and improved performance.
- Ensure all leaders at Dunottar, including Senior leaders and Governors, are committed to the health and wellbeing of staff and act as good role models.
- Make communication clear to ensure that staff have realistic expectations of what's possible, practical and affordable.
- Be aware that a return to work from sickness does not necessarily indicate that an employee's health and wellbeing has improved. Return to work interview takes into account that aggressive return to work procedures can encourage presenteeism to the detriment of our school.
- Recruit staff who have the positive leadership traits associated with improved staff health and wellbeing. These traits include being open and approachable and encouraging new ideas.
- Ensure health and wellbeing policies are included in any induction, training and development programmes for new staff.
- Have a proactive and visible commitment to health and safety and its role in improving the health and wellbeing of staff, that is, view health and safety as part of the culture of a caring and supportive employer – not only a statutory requirement.



- Create a supportive environment that enables employees to be proactive when and if possible to protect and enhance their own health and wellbeing.
- Seek to identify potential circumstances that may affect the wellbeing of staff and conduct risk assessments.
- Increase awareness and understanding of how to promote wellbeing at work and the avoidance of absence.
- Ensure advice and guidance is available to leaders in dealing with wellbeing concerns of staff.
- Ensure that there is a culture where there is no expectation that staff communicate about work outside of normal working hours (except in an emergency, eg child protection issues).
- Ensure that all staff take part in a supportive performance management process.
- Conduct an annual (anonymous) staff survey in order to collate information from all staff groups, which will inform future strategies to support the health and wellbeing of staff



Wellbeing Audit

The protection and fostering of staff wellbeing is increasingly embedded in our management methods and systems. A staff wellbeing audit and a workload audit will be carried out during 2022/23 to assess and audit current level of wellbeing, so that an Action Plan can be developed - decide where we want to be and then work out how we are going to get there.

The Senior Leadership Team are implementing:

- Offering free flu jabs.
- Promote mindfulness practices, staff swimming, gym, lunchtime walk and talks
- Provide ideas on how to raise a serious subject in a more accessible or fun way, e.g. Macmillan Coffee Morning, World Mental Health Day.
- Have an area where staff can rest and have some 'peace and quiet'.
- Empower staff through further training such as MH first aid, time-management, leadership development, self-esteem, menopause workshop.
- Signpost health events and occupational health support via UL Hub, Perkbox
- Say thank you – 'Dunwell scheme'

