



Wellbeing Policy

Policy Type	School Policy
Policy Owner	Assistant Headteacher - Pastoral
Statutory	No
Publish Online	Yes
Last Review Date	September 2025
Review Cycle	Annual This policy will not expire but will be reviewed as per its designated cycle. This policy remains effective whilst the review is taking place and will only become non-applicable once the updated version has been approved.
Next Review Date	September 2026
Expiry Date	October 2026
Version	3

Date Agreed: September 2025	Date for review: September 2026
Chair of Governing body: <i>Nicola Smith</i>	Date signed: September 2025

King Edward VI Northfield School for Girls Wellbeing Policy

Introduction:

At King Edward VI Northfield School for Girls, we are committed to creating a safe, supportive, and nurturing environment that promotes the wellbeing of all members of our school community. This Wellbeing Policy outlines our school's commitment to the physical, emotional, and social wellbeing of our students, staff, and parents/carers.

We will ensure we are fulfilling our statutory duty to 'promote children's welfare and prevent concerns from escalating' and 'preventing the impairment of children's mental health and physical health or development' (Keeping Children Safe in Education; Sept 2024).

Aim: The aim of this Wellbeing Policy is to:

- 1) Create a positive and inclusive school culture that prioritises the wellbeing of all individuals.
- 2) Promote the physical, emotional, and social health of students, staff, and parents/guardians.
- 3) Provide support and resources for those who may be struggling with their wellbeing.
- 4) Foster a sense of belonging and connectedness within our school community.

Responsibilities:

School Leadership:

- The school leadership team will lead by example by prioritising their own wellbeing and ensuring that wellbeing is embedded in the school's culture.
- They will allocate resources and support necessary to implement and maintain wellbeing initiatives.

Staff:

- All staff members are responsible for promoting a positive and inclusive environment that supports the wellbeing of students and colleagues.
- Staff members should seek professional development opportunities to enhance their understanding of wellbeing issues and support strategies.
- They should also recognise and report any wellbeing concerns among students or colleagues.
- If any member of staff is concerned about the wellbeing of a student, they should raise this on the school safeguarding system 'MyConcern' and inform a DSL. If, however there is a concern that the student is in imminent danger or harm, the schools' safeguarding procedures should be followed and the designated senior safeguarding lead should be notified immediately. If the student is presenting as needing immediate medical care, relevant first aid procedures should be followed, including involving the emergency services where necessary.

Students:

- Students are encouraged to actively engage in activities and practices that promote their own wellbeing.
- They should be aware of the school's support systems and seek help when needed.

- Students are encouraged to support one another and report any concerns about the wellbeing of their peers.

Parents/Carers:

- Parents/carers are valued partners in promoting the wellbeing of our students.
- They are encouraged to communicate openly with the school regarding any wellbeing concerns they may have about their child but also ensure that they contact their GP.
- Parents/carers should also prioritise their own wellbeing and model healthy behaviours for their children.

Wellbeing Initiatives:

1. Mental Health Support:

- The school has a Mental Health Lead who will provide mental health support for pupils both one to one and in groups depending on need. They will also provide a whole school approach to wellbeing by strategically planning for workshops and information sessions for particular year groups as need arises.
- The school, also employ additional support services (Anchor Wellbeing) to come into school on a weekly basis to support students in managing their mental health and wellbeing, through 1:1 sessions that include discussion and hands on activities. This is for targeted students referred by the pastoral team.
- Where mental health needs cannot be met by in school support, we will endeavour to provide access to qualified mental health professionals by submitting relevant referrals to external agencies who can offer counselling and support to students. Please note that unfortunately there are often long waiting list for these services.
- We will promote mental health awareness through educational programs in PSHE lessons and relevant workshops, alongside assemblies and form time activities.

2. Physical Health:

- The school will encourage physical activity through our extensive extra-curricular sports program and extracurricular activities.
- Healthy eating options will be available in the school cafeteria.
- Regular health check-ups and vaccinations will be promoted, referrals to the school nurse may be appropriate.
- We will promote physical health awareness through educational programs in PSHE lessons, alongside assemblies and form time activities

3. Emotional Wellbeing:

- The school will create a nurturing and inclusive environment where students feel safe to express their emotions.
- We will provide training for staff in emotional support.
- Anti-bullying, behaviour and safeguarding policies will be in place to ensure emotional safety.
- The school will deliver a curriculum which will help students understand and regulate their emotions and have a good understanding of what keeps them mentally and physically healthy. They will also learn about the importance of sleep, exercise and eating healthily, how to understand and manage

emotions, and how to access support as part of developing resilience. (For further detail please see the PSHE curriculum document). Cohort specific worries and concerns will be included into Personal Social and Health Education (PSHE) and Relationships, Sex and Health Education (RSE). As well as curriculum opportunities, school will use the assembly programme to promote good wellbeing, resilience and raise awareness of what is available to pupils and parents to support their own well-being.

4. Social Support:

- Peer mentoring programs will be established to promote a sense of belonging for our Year 7 pupils through the use of our Y11 PALS.
- An extensive transition program will be in place for new Yr 7 students to help them feel happy and safe by the end of their induction period.
- We will encourage student involvement in clubs, societies, and community service to build positive social connections.
- New students will be given a 'buddy' to help them integrate into school life.

5. Signposting:

- Form tutors and our pastoral team will be available to speak to any parents/ carers who are concerned about the wellbeing of their child.
- Our website will be kept updated with some useful sources of support.
- The pastoral and safeguarding team will use the pastoral support kit which includes KEVI NSG early help offer and KEVI NSG Mental Health Offer documents to discuss appropriate in school support and relevant signposting as appropriate.

Monitoring and Review:

This Wellbeing Policy will be reviewed annually to ensure its effectiveness and relevance. Date of review: September 2026