

Cantonian High School

Ysgol Uwchradd Cantonian



THE BEST FROM EACH
SUCCESS FOR ALL

Wellbeing Policy

October 2010
Reviewed October 2012 – no changes
Revised January 2015
Reviewed January 2017
Reviewed June 2018
Revised Summer 2024

This policy was adopted by Governors on 23 April 2024

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Rationale

The school has a duty to ensure the health, safety and welfare of its learners and employees. This duty extends only to those factors which are within the school's control. The school is committed to fostering a culture of cooperation, trust and mutual respect where all individuals are treated with dignity.

Objectives

- To promote the health and wellbeing of learners and staff within the school.
- To recognise that a school which has positive relationships between staff and learners will lead to high staff morale, job satisfaction and improvements in educational achievement and behaviour.
- To foster a culture of cooperation, trust, tolerance and mutual respect.
- To adopt the 'Thrive' approach to understanding and working with learners social and emotional development in accordance with current findings in neuroscience.

This policy works alongside and supports the following policies:

- Health & Safety Policy
- Equal Opportunities Policy
- Complaints & Grievance procedures
- Attendance & Wellbeing Policy
- Disciplinary procedures

Guidelines

Senior Leadership Team will:

- Champion good management practice and establish an appropriate ethos and vision within the school based on the Thrive model.
- Promote effective communication and ensure there are procedures in place for consulting and supporting employees and learners both at whole school and individual level.
- Encourage initiatives and events that promote health and wellbeing.

Staff will:

- Treat individuals (staff and learners) with consideration and dignity and promote a culture of mutual respect.
- Participate in events and initiatives undertaken by the school to promote wellbeing and more effective working practices.
- Raise concerns with their line manager if they feel that there are work issues that are causing them stress or having a negative impact on their or others health and wellbeing.
- Take responsibility for their own health and wellbeing by adopting healthy lifestyles.
- Take responsibility for working effectively in their assigned roles thus helping to avoid causing stress to their colleagues.
- Provide suitable wellbeing support to all learners when required, which follows the school's graduated response.

Learners will:

- Treat individuals (staff and learners) with consideration and dignity and promote a culture of mutual respect.
- Participate in events and initiatives undertaken by the school to promote wellbeing and more effective working practices.
- Consult and involve the learning support team if they require support and guidance.
- Have access to a range of internal and external support agencies.
- Endeavour to adopt healthy lifestyles as encouraged in the formal and informal curriculum.
- In years 7 & 8, pupils will participate fully in discrete wellbeing lessons (once per week) which is in line with the new Curriculum for Wales.

Parents will:

- Support the school's health and wellbeing initiatives.
- Seek support from the school if they have concerns about their child's health and wellbeing at the earliest opportunity.
- Advise the school of any issues or circumstances which may impact on their child's health and wellbeing or learning at the earliest opportunity.

Governors will:

- Champion good management practice and support the Headteacher to establish an appropriate ethos and vision within the school that encourages positive wellbeing.
- Encourage and support initiatives and events that promote health and wellbeing.

Policy Review

This policy will be reviewed every two years.

Agreed by Headteacher:



Agreed by Chair of Governors:



Date of Issue: Summer 2024

Date for Review: Summer 2026