

Alpha Academies Trust Wellbeing Strategy



Vision

Our vision is to ensure that all members of our Trust community are able to maintain positive emotional well-being and mental health so that they are able to live happy and fulfilled lives, have high aspirations and achieve the best possible outcomes. We strive to achieve our vision in maintaining a core ethos of well-being; healthy bodies, healthy minds, and acts of kindness for all; which permeates everything we do at the Alpha Academies Trust.

Aims:

- To promote positive social and emotional well-being and mental health, for students, staff and our wider Trust communities.
- To detect and support both young people and staff at the earliest possible stage
- To increase awareness and understanding among staff, students and parents/carers of issues surrounding mental health
- To provide safe, stimulating and positive environments

Policies

This strategy is produced in line with other policies which can be referred to:

- Assessment Policy
- Communications Policy
- Mental Health and Wellbeing for Staff & Students
- Safeguarding Policy

Monitoring & Evaluation

SLT Leads

Each Academy has SLT Links accountable for implementation and monitoring of this strategy who form part of Trust Strategic Leads for Wellbeing Group, and meet termly as part of a network.



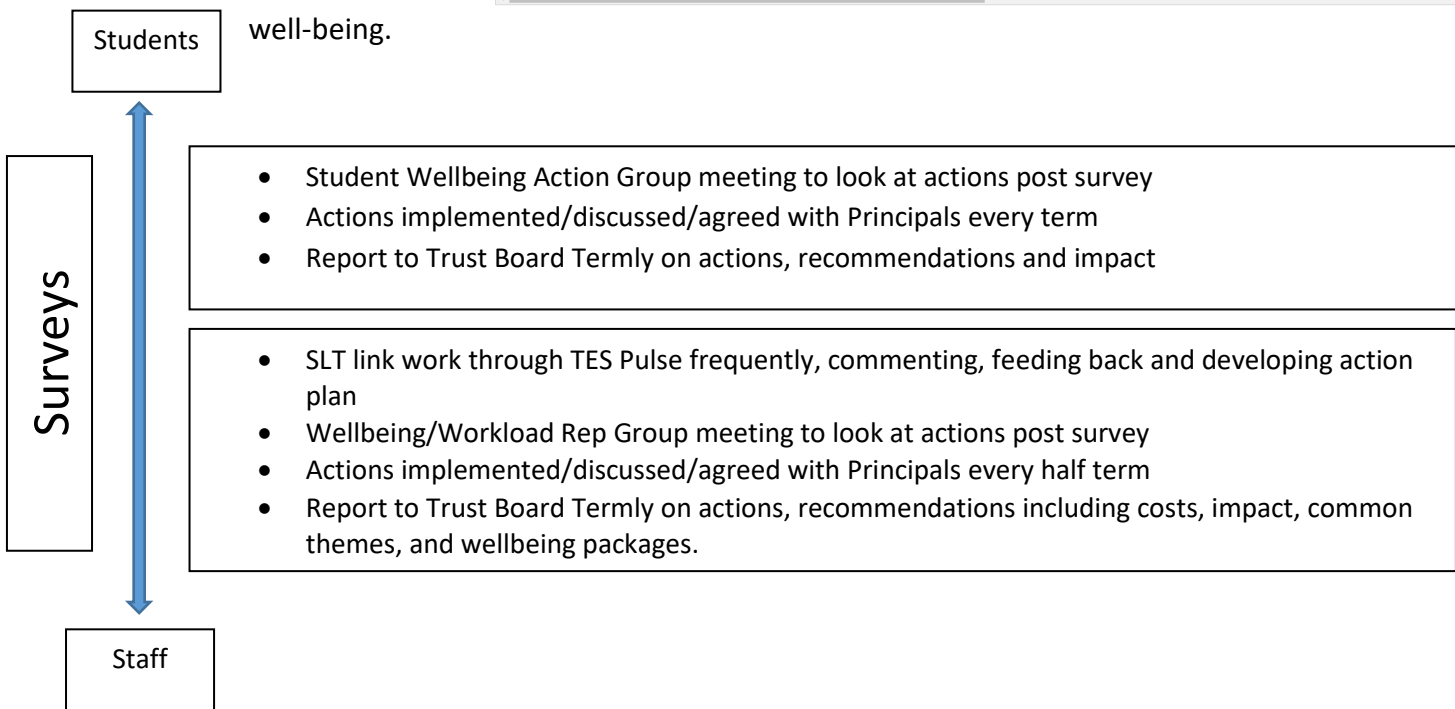
Surveys

'TES Staff Pulse' is an external survey tool used to analyse frequent live data and capture staff wellbeing.

The Strategic Lead for Safeguarding will report termly on impact and data to the Inclusion and Community Trust Standards Board using raw data that measures staff and student well-being.

Group Overview

School	Response rate	Active participation	Autonomy	Communication	Confidence	Development	Engagement	Enjoyment	Feedback	Goals
Alpha Academies Trust	38%		7.8			7.5	8.2	4.5	8	8.5
Discovery Academy	100%		9		9.5		10	10		9.5
Eaton Park Academy	100%		9	9	9	9	10	9		
Excel Academy	67%				9		10			10
Maple Court Academy	100%	9		9		10	10	9		
REACH Academy	100%					9	10	10		10
Sneyd Academy	100%	10		8		10		9	9	



- Alpha Academies Trust Entitlement
- Excel Academy Entitlement
- Discovery Academy Entitlement
- Sneyd Academy Entitlement
- Maple Court Academy Entitlement
- Eaton Park Academy Entitlement
- Reach Academy Entitlement

Trust Entitlement – Staff (Workload)

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| <ul style="list-style-type: none"> • Consistent expectations around Trust Data • Regular review of assessment policies to ensure effective workload practice • Communications policy created (September 21) to ensure effective communication with work life balance • Shared curriculum resource areas to support effective working and good practice | <ul style="list-style-type: none"> • Workload/Wellbeing meetings with CEO with Wellbeing Rep Group • SLT's in all Academies modelling good work life balances • Designated SLT member responsible for Wellbeing • Frequent Surveys on wellbeing/workload through 'TES Pulse' |
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Trust Entitlement – Staff (Wellbeing)

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| <ul style="list-style-type: none"> • Staff Mental Health & Wellbeing Policy • Supervision for staff on a needs basis • Action Plans on wellbeing surveys • Mental Health CPD • Support for Wellbeing Initiatives & Events • Website advice, support and guidance (Wellbeing Hub) • Trust wide Kindness Calendar • Flu vaccinations for staff | <ul style="list-style-type: none"> • Well-being and Mental Health focus in each • Monthly Safeguarding and Wellbeing Briefings • Access to independent counselling for staff or occupational health • Mental Health 1st Aiders in every Academy • Named Wellbeing Governors for each Academy |
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Trust Entitlement – Students

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| <ul style="list-style-type: none"> • Wellbeing Action group (Trust) made up of student wellbeing Ambassadors from each Academy • Opportunities to meet with Trust Board • Caring well trained staff who look out for students • Strong Pastoral support teams • Celebration and reward assemblies • SMSC/PSHE programme and regular assemblies focussing on well-being and mental health and reducing the stigma around mental health issues. | <ul style="list-style-type: none"> • Termly meetings with the Principals • Termly meetings with Wellbeing SLT Leads • Access to external support agencies • Independent Counsellor/ Mental Health Practitioner • Student reward visits • Clear and effective anti-bullying policies and procedures which include zero tolerance for racism and sex/gender identity-based bullying |
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Specific Initiatives

Specific Initiatives

Specific Initiatives

Specific Initiatives

Specific Initiatives

Specific Initiatives

Discovery Academy Entitlement – Staff (Workload)

- Clear and communicated expectations around academy non-negotiables, marking, assessment points, reports & data input
- Effective, regular communications
- Staff wellbeing and workload group created to action issues as they arise
- Bespoke action plan created using staff pulse data with a focus on workload and work life balance
- Calendar of CPD, data collection points reports, observations and meetings - clearly planned and information disseminated to staff well in advance
- Live Briefings twice a week with continuing CPD on ideas and strategies of teaching remotely.
- Bubble teams set up to reduce emails
- Staff teams site developed to share information, training, wellbeing support
- Online library of videos – guidance for teaching from home
- Middle leader meetings monthly. L&T CPD monthly.
- Staff rep & wellbeing group merged and meet twice a month.
- Feedback from Discovery staff pulse

Discovery Academy Entitlement – Staff (Wellbeing)

- Buddy system introduced to add support
- Bubble teams meetings twice a month to support the ‘bubble community’ and discuss issues.
- Wellbeing - group created to focus on wellbeing issues and solutions
- Whole staff wellbeing training – with follow up reminder sessions termly
- Creative art therapy sessions termly
- One to one life coach session for identified staff
- External provision available to all staff – Occupational health; Mind; Dove plus access to external links through the wellbeing site (Every mind matters; NHS.co.uk)
- Praise postcards for staff
- Staff mental health on weekly SLT agenda
- Online library of self-help techniques and tips
- Staff members looked at on an individual basis and risk assessed – plan approved by both parties.
- The academy has a qualified ‘Mental Health First Aider’.

Discovery Academy Entitlement – Students

Aspire leaders set up to action issues and develop solution focused strategies across the academy

- Bespoke groups set up to tackle issues high on students’ agendas i.e. LGBTQI+ & The Environment

Rewards and extra-curricular:

- Online clubs and activities provided

Mental health & wellbeing:

- SMSC, PSHE, BV refocussed into the new ASPIRE curriculum
- Caring well trained staff who look out for students
- Strong Pastoral support teams
- Half-termly celebration and reward assemblies
- “Need to Chat” Green button on website allows any student to access a listening ear provision
- Red button for any student who needs support from the Safeguarding Team for their mental health
- Student Wellbeing Hub on website
- Access to external support agencies
- Young Counselling Service
- Dove Bereavement Counselling
- Ruff ‘n’ Ruby Self Esteem Support
- Clear and effective anti-bullying policies and procedures which include zero tolerance for racism and LGBTQ+ based bullying
- Self-Help Guides posted in TEAMS
- The academy has a qualified ‘Mental Health First Aider’.

The Excel Academy Entitlement – Staff (Workload)

- Clear and communicated expectations around non-negotiables, marking, assessment, reports and data input
- Data entry points are only twice a year and written reports to parents/carers are succinct
- Feedback policy allows faculties to decide on the type of feedback that is most suited to their subject.
- Data is already analysed for teachers and presented in an easy-to-understand colour coded format
- Admin support to allow teachers to focus on teaching e.g. notifying parents when detentions are issued
- CPD is tailored specifically to staff needs and based on their feedback and is recorded available to view
- Email groups and Microsoft Team areas are set up to reduce any unnecessary communication/information being sent
- Subject and staff briefings are kept succinct
- Appraisal is tailored to faculty and individual needs and data targets are not used punitively but inspirationally.
- Staff pulse information reviewed regularly by SLT to inform any changes to policies or processes
- Staff workload/wellbeing group meet each term to discuss strategies that can be shared with all staff

The Excel Academy Entitlement – Staff (Wellbeing)

- Designated member of SLT with responsibility for Wellbeing
- Strategic decisions shared with all staff in good time
- Staff workload/wellbeing group meet to discuss and share wellbeing strategies for work/life balance
- Staff wellbeing menu of support including 5 ways to wellbeing, staff buddy system, referrals to occupational health, life coaches and counsellors when needed
- Qualified 'Mental Health First Aider' available
- Up to date Wellbeing Hub on the website, continually updated by SLT
- Open door policy – no concern is ever too small
- Comprehensive support of NQTs and new staff
- Wellbeing strategies devised by Middle Leaders to support staff they line-manage
- No grading of lessons – Typicality of lessons is more important
- A culture of recognition via staff briefing, peer-to-peer praise (thank you post cards) and staff 'boost'
- No expectation of answering emails outside of school hours (6pm – 7am)
- Regular social staff events and seasonal events (E.g. World Book Day, Christmas Jumper Day, wellbeing Wednesday etc)
- Countless opportunities to get involved in wider school life including overseas visits.

The Excel Academy Entitlement – Students

- Designated member of SLT with responsibility for safeguarding and wellbeing
- Access to the pastoral team -Form tutor, Assistant Head of Year and Head of Year
- Vigilant and caring staff who look out for student welfare and provide support when needed
- Students have access to the welfare hub before school, at break and during lunchtime
- All staff receive mental health awareness training
- Clear and effective anti-bullying policies and procedures which include zero tolerance for racism and LGBTQ+ based bullying
- Academy counselling and group/1:1 sessions on anger management, self-esteem and wellbeing
- Wellbeing and mental health awareness delivered in form time and PSHE lessons
- Wellbeing mentors and anti-bullying ambassadors in each year group
- Welfare kits in every form room containing sanitary wear, deodorant, wipes etc
- Worry boxes placed in each year group zone
- Blue/Red buttons on the website to submit concerns along with the Green button for 'Need a chat?'
- Academy referrals to external agencies
- Younger Mind Counselling in two days per week
- Ruff and Ruby self-esteem support
- Wellbeing padlets for each year group
- Safeguarding posters displayed around school to remind students how to access support
- Online clubs and activities provided
- Qualified 'Mental health first aiders' in the welfare team
- Welfare hub provides items of uniform and shoes if needed

Maple Court Academy Entitlement – Staff (Workload)

- All staff are to be communicated with regularly.
- Clear SLT Line management structure in place to support staff
- Notice given for changes within the school
- Opportunities for team planning
- Planning - A central bank of shared resources stored on OneDrive will support staff with planning and resourcing their curriculum. PPA time can be taken at home.
- Marking – Staff are encouraged to use intervention marking across the whole of the curriculum, reducing marking out of school hours.
- Emails – No work-related emails are to be sent at the weekend or after 7pm on a week day.
- Dojo communication– there is no expectation that staff should respond to parents outside normal working hours.
- Data – staff will not be expected to complete the data analysis for their year band or class, this will be completed by the assessment lead.
- Each member of staff is entitled to a performance management meeting and subsequent reviews.
- Appropriate CPD opportunities are planned for all staff.
- Staff 'Wellbeing Surveys' encourage staff to share their views and any concerns.
- Teaching staff are given the opportunity to take a 'report writing day' to support their workload.

Maple Court Academy Entitlement – Staff (Wellbeing)

- Whole staff wellbeing training
- External provision available to all staff – Occupational health; Mind; Dove plus access to external links through the wellbeing site (Every mind matters; NHS.co.uk)
- Open door Senior Leadership
- Staff welfare working group meet to discuss staff issues and identify ways that we can make the work-life balance of our staff better
- A Wellbeing Team is in place and alongside the Senior Leadership Team will support staff appropriately in regards to their wellbeing. If staff feel they need additional support, then referrals can be made to external professionals.
- There are two well equipped staffrooms and staff are encouraged to take their break.
- Staff are supported in regards to the introduction of new initiatives and resources such as 'TEAMS'.
- The academy has a qualified 'Mental Health First Aider'.

Maple Court Academy Entitlement – Students

- School staff create a safe environment where children are well supported and are happy – consistent routines, boundaries and positive rewards are well embedded throughout the academy.
- A policy is in place for Wellbeing.
- Wellbeing is at the heart of the recovery curriculum and is explicitly taught through PSHE (Jigsaw) sessions. Children also learn about mental health and wellbeing during enrichment days such as 'Hello Yellow' and 'World mental Health Week'
- Foundation Stage devote one afternoon to enrichment – Fabulous Friday.
- Regular 'Wellbeing Surveys' will give the pupils an opportunity to shape their education, provision and support.
- School actively supports pupil wellbeing where necessary both through internal intervention and external agency support such as Younger Minds, Changes and CAMHS.
- In every class pupils have access to a 'Worry Box'.
- The academy has three staff members who are 'Mental Health First Aiders'.
- Pupil roles and responsibilities such as school council and prefects support pupil wellbeing.
- The school supports families through multi agency support such as an 'Early Help'.
- Breakfast club and a comprehensive selection of extra-curricular activities are provided for all pupils across the academy.
- Staff make reasonable adjustments to support individual pupil wellbeing, such as work breaks, quiet areas, visual timetables and work stations.
- Well planned transition opportunities support pupil wellbeing as pupils start the academy, move through the year bands, and then move to secondary provision.
- Pupils identified as having a SEND need with the primary need being SEMH will have a SEND pupil passport that is written in conjunction with the pupil and parents, and reviewed frequently throughout the year.

Eaton Park Academy Entitlement – Staff (Workload)

- Planning – Staff are provided with planning books and these books are to be used as decided by the teacher. A central bank of shared resources stored on OneDrive will support staff with planning and resourcing their curriculum. PPA time can be taken at home.
- Marking – Staff are encouraged to use intervention marking across the whole of the curriculum, reducing marking out of school hours. Staff have attended several training sessions in regards to effective intervention marking.
- Emails – No work-related emails are to be sent at the weekend or after 7pm on a week day.
- Dojo communication with parents – there is no expectation that staff should respond to parents outside normal working hours.
- Data – staff will not be expected to complete the data analysis for their year band or class, this will be completed by the assessment lead.
- Each member of staff is entitled to a performance management meeting and subsequent reviews.
- Appropriate CPD opportunities are planned for all staff.
- Staff 'Wellbeing Surveys' encourage staff to share their views and any concerns.
- Teaching staff are given the opportunity to take a 'report writing day' to support their workload.
- Staff are supported in regards to the introduction of new initiatives and resources such as 'TEAMS'.

Eaton Park Academy Entitlement – Staff (Wellbeing)

- External provision available to all staff – Occupational health; Mind; Dove plus access to external links through the wellbeing site (Every mind matters; NHS.co.uk)
- Open door Senior Leadership
- Staff welfare working group meet to discuss staff issues and identify ways that we can make the work-life balance of our staff better
- A Wellbeing Team is in place and alongside the Senior Leadership Team will support staff appropriately in regards to their wellbeing. If staff feel they need additional support, then referrals can be made to external professionals.

Eaton Park Academy Entitlement – Students

- Eaton Park Academy's positive ethos and values support pupil wellbeing.
- School staff create a safe environment where children are well supported and are happy – consistent routines, boundaries and positive rewards are well embedded throughout the academy.
- A policy is in place for Wellbeing which is overseen by the Wellbeing lead and team.
- Wellbeing is at the heart of the recovery curriculum and is explicitly taught through both PSHE (Jigsaw) sessions and 'The Big Question' sessions.
- The academy follows the 'The Five Ways to Wellbeing' approach.
- Weekly enrichment afternoons support pupil wellbeing in both Key Stage One and Two. Foundation Stage devote one afternoon to enrichment – Fantastic Friday.
- Regular 'Wellbeing Surveys' give the pupils an opportunity to shape their education, provision and support.
- The academy's 'Wellbeing Pathway' supports the identification, assessment and intervention of wellbeing needs.
- School actively supports pupil wellbeing where necessary both through internal intervention and external agency support such as Younger Minds, Changes and CAMHS.
- In every class pupils have access to a 'Worry Box' and class 'Worry Bear'.
- The academy has two qualified 'Mental Health First Aiders'.
- Pupil roles and responsibilities such as ambassadors and prefects support pupil wellbeing. Every class has a 'Wellbeing Warrior' who represents the class and contributes to the 'Wellbeing Team'.
- Each Key Stage within the academy has a 'Wellbeing' display board, offering support and information for pupils.
- The Home / School link champion supports families through multi agency support such as an 'Early Help'.
- Breakfast club and a comprehensive selection of extra-curricular activities are provided for all pupils across the academy.
- Staff make reasonable adjustments to support individual pupil wellbeing, such as work breaks, quiet areas, visual timetables and work stations.
- Well planned transition opportunities support pupil wellbeing as pupils start the academy, move through the year bands, and then move to secondary provision.

Sneyd Academy Entitlement – Staff (Workload)

- Weekly Leadership Team Meetings to allow leaders a platform to discuss workload.
- Half termly opportunity in a phase-meetings to feedback to Phase Leaders about workload.
- Weekly SLT to discuss workload.
- Staff are encouraged to feedback regarding workload and feel listened to; SLT act on workload concerns in a timely fashion.
- Staff share planning and resources within their cohorts and across the school to ensure provision for children working on other year group curriculums is also available.
- Staff meeting time allocated to administrative roles such as report writing, subject leader time, assessment information plus parents' evening three times annually.
- Requests for Subject Leader time (covered by HLTAs)

Sneyd Academy Entitlement – Staff (Wellbeing)

- Whole school Wellbeing training for staff during staff meeting time/ INSET days.
- Wellbeing Team established within the Academy, meeting termly and linking within the Trust.
- Culture of thanks established within the Academy- regular emails, texts and little treats to support staff wellbeing.
- Milestone birthdays, weddings etc celebrated in school.
- System of Phase Leader check-ins for staff not working in school.
- Staffroom 'treat box' at the end of every half term.
- Staff meetings are used to spread positivity and to share good practice.
- Time is allocated to ensure all staff are prepared for any changes before monitoring of new initiatives take place.
- Staff to place the wellbeing of others high on their agenda and to inform Phase Leaders/ SLT if a member of staff requires further support.
- Counselling services offered- such as Dove and Care First- as part of return-to-work discussions.
- Other external providers of counselling services offered where appropriate.
- Pulse Surveys to staff in order to identify and address any staff who may require further support with their wellbeing.

Sneyd Academy Entitlement – Students

- Wellbeing calls fortnightly to all families.
- IT support through DfE.
- Sneydie Shout-outs to celebrate work, effort and behaviour.
- Weekly assemblies linked to SMSC and following SMSC assembly yearly events, as outlined by The Trust.
- PSHE taught weekly following PSHE Learning Journeys.
- RE taught weekly following RE Learning Journeys.
- Children's Mental Health Week celebrated in school.
- NSPCC workshops for Y5 and Y6 pupils.
- Weekly Celebration Assemblies with parents invited into school.
- Mother's Day, Father's Day and Grandparent's Day celebrated annually.
- Open door access to the Pastoral Team.
- Identification of pupils who require social intervention such as friendship groups.
- Strong links with outside agencies such as Young Carers etc.
- Staff are available on the door each morning/after school to ensure good communication between staff and parents.
- Dojo platform fully utilised to ensure clear communication between home and school.
- Parents can message staff directly using our Dojo platform.
- Trips and Visitors as well as other curriculum enrichment.
- 100 things to do at Sneyd Academy
- Junior Leadership Team
- Y6 Ambassadors
- Anti-bullying Ambassadors
- Transition- two days of transition in the summer term.
- FS1 and new to FS2 home visits with a clear package of stay and play sessions as well as story sessions.

Reach Academy Entitlement – Staff (Workload)

- Clear and communicated expectations around academy non-negotiables, marking, assessment points, reports & data input
- Effective, regular communications
- Staff wellbeing and workload group created to action issues as they arise
- Bespoke action plan created using staff pulse data with a focus on workload and work life balance
- Calendar of CPD, data collection points reports, observations and meetings - clearly planned and information disseminated to staff well in advance
- Staff teams site developed to share information, training, wellbeing support
- Feedback from Reach staff pulse
- A culture of typicality in lessons is reinforced with no lesson gradings

Reach Academy Entitlement – Staff (Wellbeing)

- Whole staff wellbeing training
- External provision available to all staff – Occupational health; Mind; Dove plus access to external links through the wellbeing site (Every mind matters; NHS.co.uk)
- Online library of self-help techniques and tips
- Staff members looked at on an individual basis and risk assessed – plan approved by both parties.
- Culture of thanks established within the Academy- regular emails, texts and little treats to support staff wellbeing.
- Staff to place the wellbeing of others high on their agenda and to inform Phase Leaders/ SLT if a member of staff requires further support.
- Open door Senior Leadership
- The academy has a qualified 'Mental Health First Aider'.

Reach Academy Entitlement – Students

Mental health & wellbeing:

- Caring well trained staff who look out for students
- Strong Pastoral support team
- Half-termly celebration and reward assemblies
- Red button for any student who needs support from the Safeguarding Team for their mental health
- Student Wellbeing Hub on website
- Access to external support agencies
- Young Mind Counselling Service
- Ruff 'n' Ruby Self Esteem Support
- Clear and effective anti-bullying policies and procedures which include zero tolerance for racism and LGBTQ+ based bullying
- Daily welfare calls to absent students
- Student Wellbeing ambassador opportunities
- The academy has a qualified 'Mental Health First Aider'.