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We see Well Schools as an umbrella under which we can run our organisation in the best possible way for all of the human beings within it.”

•Key tags

Secondary school; South East England; ► average number of students eligible for FSM; ▼ below average number of students speaking EAL; ▼ below average number of students registered with SEND.

## Intent

The school was judged as “requires improvement” in their May 2017 OFSTED report. To support the school to improve, new approaches were considered. Well Schools was one of these. The Well Schools framework was “a good direction for us to go in, a natural extension of some of the things we are doing anyway, this is a really good fit...health wise”. It “compliments other initiatives within the school” and aligns with the school ethos of preparing and equipping students by building confidence and ensuring opportunities to provide staff and students with a safe and supportive environment in which to thrive.

## Implementation

### Well Led:

Throughout the school staff, wellbeing is actively supported and championed and this approach has led to a thriving and successful environment for both staff and students. Senior leadership team each take roles and responsibilities and communicate regularly, and a specific Head of Health and Wellbeing role was created. The school are focused on staffing and, reducing pressures such as considering timetabling and resources and supporting staff workload.

### How do the School put this into practice:

- A personal cheerleader programme.
- Employee assistance programme.
- 7 inset days not 5, and 2 are specifically for wellbeing and staff can do whatever they want on that day for their wellbeing (approved at Trust level).
- Deep culture surveys amongst the staff to which the leadership team respond.
- Staff clubs e.g., yoga club, running club, after school walks.
- ‘Cuppa with Colleagues’ on a regular basis.

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Well Schools is about showing people that you genuinely care about them that their wellbeing is important that they have a place, they have a value, and I wouldn't subscribe to any leadership culture that didn't think that was an important.”



## Well Prepared students:

Underlying their ethos is an appreciation that mental health underpins success. There is an understanding of the causal chain of mental health-based skills and how these build to opportunity and later life success, and that *"students need a wide range of experiences that will enrich..."*. The school therefore offer provision that fuels wellbeing, rather than being driven by results, and provision emphasises the building of 'non-academic' skills in and out of the classroom e.g. a wellbeing club was set up by the new Head of Health and Wellbeing, and the PE department run a host of sports and extra-curricular activities which contribute to positive physical and mental health outcomes.

## How do schools put this into practice:

- Student leadership and ambassador roles, such as literacy coordinators, sports captains, anti-bullying ambassadors, transition mentors and the school council.
- Wellbeing club.
- Manifesto of respectful behaviours.
- A curriculum for personal development including: relationships and sex education; living in the wider world; and health and wellbeing.
- Wide range of sport clubs.
- Wide range of extra-curricular clubs, e.g., philosophy club, a humanist society, coding club, drama, gardening, ultimate Frisby, dungeons and dragons, comic book club, film club, Duke of Edinburgh.
- School trips e.g., Ski trips, bush craft trips.
- Alumni visits.
- Arts enrichment e.g. 3D sculpture course.

**“**  
I think the staff are happier on the whole this year.”

## Impact

The School went from special measures to being awarded Good, *"our Ofsted report's been published so ... .. amazing stuff... .. and wellbeing gets a good mention"*. The staff reaction was positive and *"there's good staff buy in"* and it has been *"really good"* to have wellbeing for all taking a central place. Interactions between students has improved, as has staff-student relationships. This is attributed to the school culture and ethos of looking after everyone's wellbeing. The school are very keen to build on the work and successes of their first 2 years of Well Schools, and prioritising wellbeing is at the forefront of future planning.

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It's opened our eyes as well about the importance of wellness and wellbeing.”

