**Wellbeing Policy**

Date ratified by Governors: Autumn 2012

Date to be reviewed: Autumn 2014

Our Wellbeing Policy is underpinned by a set of key defining beliefs about behaviour and learning.

These include:

* Consistency and uniformity across the School
* Pupils and staff to be provided opportunities in identifying rights and responsibilities
* Respect is a core value that operates as a foundation to all social interactions within the School

Ysgol Rhyd y Grug creates positive learning communities through:

1. Promoting well-being and positive behaviour by:

Creating a safe environment that is welcoming, supportive and connected to community values

* Working collaboratively to encourage and promote positive and acceptable behaviour within the school and the community
* Teachers and Y6 pupils acting as role-models
* Community events e.g. Autumn Fayre; performing in/for the community
* The promotion of the school uniform as a positive symbol of schooling identity
* PSE
* Circle Time
* ELSA
* LEGO THERAPY
* Healthy Schools Project
* Early identification for referral to health or other services within school
* Referral to multi-agency or specialist services
* Encouraging more physical activity through after school clubs and interschool matches
* Introducing playground markings to encourage more active participation during break times.
* Introducing a Healthy living week to identify responsibility for one’s own health.
* Introducing Anti-bullying week to develop awareness
* Developing an awareness of healthy eating through after school cookery club

2. Acknowledging and rewarding exemplary and developing behaviour

Ysgol Rhyd y Grug recognises the importance of fostering an environment that rewards and engages positive behaviours in pupils. There are a number of incentives that assist in achieving this goal:

* Star of the week
* Classroom attendance award weekly
* Additional recognition for high attendance levels
* Certificates for 100% attendance
* Achievement assemblies linked to attitudes and effort.
* House points such as Dojo.

Clear guidelines exist for pupils and all staff as to what constitutes unacceptable behaviour and these are consistently applied across the school.

Pupils are also made aware that there are consequences for unacceptable behaviour. A key consideration is that consequences must:

* Provide the opportunity for all pupils to learn and improve their behaviours
* Ensure the rights, safety and well-being of staff and pupils is maintained, whilst balancing the rights of the offending pupil.

Assist pupils who exhibit unacceptable behaviours to accept responsibility for themselves and their actions.

Ysgol Rhyd y Grug utilises a range of consequences that may include:

* time out strategies
* withdrawal of privileges
* mediation
* referral to senior members of staff
* parents informed
* a programme of development introduced, including behaviour monitoring at home and school and possibly utilising outside agencies.

This well-being policy was produced following the publication of the Welsh Assembly Government’s core aims for all activity for children and young people.

The Assembly Government’s strategy for Children and Young People – Framework for Partnership, is founded on UN Convention on the Rights of the Child. The Assembly Government has identified the following core aims for all of its activity for children and young people:

* Ensure that all children have a flying start in life and the best possible basis for their future growth and development.
* Ensure that all children and young people have access to a comprehensive range of education, training and learning opportunities, including acquisition of essential personal and social skills.
* Ensure that all children and young people enjoy the best possible physical and mental, social and emotional health, including freedom from abuse, victimisation and exploitation.
* Ensure that all children and young people have access to play, leisure, sporting and cultural activities.
* Ensure that all children and young people are listened to, treated with respect, and are able to have their race and cultural identity recognised.
* Ensure provision of a safe home and a community that supports physical and emotional well being.
* Ensure that all children and young people are not disadvantaged by child poverty.

STAFF

Ysgol Rhyd y Grug recognises that staff wellbeing is essential. It is recognised that the management of the school needs:

* To acknowledge that staff need to balance work commitments with other aspects of their life and to assist in this process so that staff can achieve their best at work and manage other areas of their life effectively.
* To help address the problem of excessive workload among teachers.
* To recognise that long working hours have a negative impact on all families, as well as teaching and learning.
* To make employees feel valued and to foster mutual respect.
* To acknowledge that the needs of both the school and its staff will change over time.
* To aim to reduce physical and mental ill health of staff.
* To communicate good practice to staff on a regular basis so that they are reminded of the provisions from which they can benefit as and when their circumstances change.
* To operate in a fair and consistent manner.

The school recognises that attention to work-life balance issues also has other ‘knock on’ effects, including:

* reduced stress and sick leave, leading to financial savings on supply cover;
* improved outcomes for pupils in primary classes in particular where classroom teachers are not affected by ill health absence;
* a more motivated workforce with high morale;
* better communication within the workplace;
* improved pupil behaviour and learning as staff wellbeing increases);
* a recognition that working excessive hours might actually reduce staff effectiveness. Staff should be valued for their skills, experience and contribution, not their working pattern;
* increased job satisfaction;
* work-life balance is not mainly about doing less – it is about maintaining, or even raising, performance by living healthier, more productive, lives.

This policy will be reviewed every two years.

Next review date – Autumn Term 2014.

Headteacher:

 

Chair of Governors: