



Queen Mary's Grammar School

Wellbeing award – Change Team 2021-22

Wellbeing strategy – June 2022 – Website version

Students

Aim	Intended Outcome	Actions	Review
Ensure that students' mental health needs are being met through a variety of external and internal support mechanisms.	Students at QMGS will feel well supported or signposted no matter what issues they face.	<ul style="list-style-type: none">• Work with external agencies to provide workshops and drop-ins where appropriate.• Ongoing work with established mechanisms in and out of school• Continued reflection and refinement on the use of the Welfare Hub• PSHEE developments• School nurses test service• Expand work with WPH	Autumn 2022
Ensure that Wellbeing and Mental Health is embedded into students curriculum with the aim of helping students to; <ol style="list-style-type: none">1. Understand their minds and bodies better (and that those of others)2. Improve their knowledge of how to help themselves and others.3. Make informed decisions about their own and others welfare.4. Know how they can get support	Students at QMGS will be able to recognise and respond to wellbeing issues in an educated way that promotes their own and others wellbeing.	<ul style="list-style-type: none">• PSHEE curriculum development (including KS5 expansion)• GCSE PE roll out• Sports leaders award• Development of form time curriculum• Bereavement support and awareness	Autumn 2022

Ensure that information about wellbeing, welfare, safeguarding and mental health is made available to students at all times.	Students will be able to access advice, guidance and support by a variety of means which helps them support themselves and others as well as access support when necessary.	<ul style="list-style-type: none"> • Posters around the site which include toilets, noticeboards • Promotion of QR code for wellbeing services • Cards for ID lanyards • Investigation in to Toot Toot app 	Autumn 2022
Ensure that there is a range of enrichment activities offered at QMGS, which provide stress release, peer support and wellbeing.	Provide a range of enrichment and extracurricular activities which lower stress, promote peer support and encourage team camaraderie.	<ul style="list-style-type: none"> • Co-curricular mapping and surveys • Identification of gaps (e.g. SEND, sixth form) • Student voice and student-led activities 	Autumn 2022
Establishment of Wellbeing Champions through the Student Council	Create figureheads across the school to signpost, plan events and peer mentor	<ul style="list-style-type: none"> • TF to re-form the wellbeing group • Wellbeing group terms of reference and meeting schedule 2022-23 to be established • Expansion of the Change your Mind programme and training of mentors 	Autumn 2022
Development of student voice mechanisms	Refinement and development of mechanisms to capture student voice and react to demands	<ul style="list-style-type: none"> • Roll out of Bounce across year groups • Baseline surveys against which progress can be mapped • Regular item in student council (via Wellbeing champions) 	Autumn 2022

Staff

Aim	Intended Outcome	Actions	Review
Carry out research into staff wellbeing to ascertain areas in need of development which will be used to facilitate action and improvement.	Gain a better understanding of staff wellbeing, strengths of the organisation in nurturing wellbeing, weaknesses in the organisation regarding wellbeing and devise an action plan to consolidate weaknesses.	<ul style="list-style-type: none"> • Use WAS questionnaire to ascertain information. • Discussions with staff. • Form staff working party to address issues collectively. • Implement plan to address weaknesses. • Nominate key staff to address areas in need of improvement • Use of Bounce surveys on a regular basis 	Autumn 2022
Increase staff awareness of wellbeing, mental health and welfare so that they can recognise indicators of wellbeing problems in	Provide staff with a range of resources which can be accessed anonymously at any time that identify;	<ul style="list-style-type: none"> • Buddy system • Induction group • Digital staff handbook – reminder of processes and support networks 	Autumn 2022

themselves and others and access quality support and intervention.	<ul style="list-style-type: none"> - Triggers - Signs and symptoms - Help and support available - Intervention 	<ul style="list-style-type: none"> • Relevant links and contacts shared by HT. • Key links shown on the WAS website • Signposting of WPH services • Bespoke CPD through National college (see appendix) 	
Ensure that there are a range of enrichment activities that provide stress release, peer support and wellbeing offered at QMGS.	Enrichment schedule that staff can opt into to take part in out of school activities to promote wellbeing and welfare.	<ul style="list-style-type: none"> • Sport – tennis, cricket, football, badminton, squash, swimming, darts • Coffee mornings weekly • Staff social events • Use of Farchynys field centre for staff and family events 	Autumn 2022
Ensure that staff feel motivated, appreciated, acknowledged, recognised and that reward systems are in place to promote feelings of achievement and self-esteem.	<ul style="list-style-type: none"> • Investigation into rewards system • Evaluate the role of form tutors in the pastoral system 	<ul style="list-style-type: none"> • Family friendly approach • Staff room treat days (x10) • 5 day enrichment scheme • Staff briefing and assembly thank yous • Common room representative meeting regularly with the HM 	Autumn 2022
Reduce staff stress, anxiety and workload through CPD, working more effectively CPD and the sharing of good practice.	<p>Provide staff with a range of strategies and techniques that will:</p> <ul style="list-style-type: none"> • Alleviate workload pressures • Share best practice • Promote awareness of mental health issues and how to support colleagues 	<ul style="list-style-type: none"> • Specific guidance and support given (e.g. bereavement) • National college and bespoke CPD • Mental health awareness events and seminars • Promotion of MHFA and similar qualifications • Working parties to review systems and workload • Coaching group and induction group – support network and sharing of good practice • CPD survey to assess requirements • Union links and support with SLT 	Autumn 2022

Parents

Aim	Intended Outcome	Actions	Review
Ensure that parents/guardians have access to support materials that allow them to recognise and respond to mental health and welfare issues effectively.	Create a number of resources that can be access by stakeholders anonymously and easily at any time.	<ul style="list-style-type: none"> • Regular reporting back of mental health initiatives • Dedicated website page • Referral system to welfare team • Webinars through mental health awareness events • E-safety and national online safety centre 	Autumn 2022
Carry out research into parental views and knowledge regarding mental health and wellbeing and devise an action plan in response to key findings with the aim of ensuring that parents are aware of mental health and how to support it.	Ascertain information from parents through the completion of questionnaires linked to mental health and devise a strategy/action plans to address key findings.	<ul style="list-style-type: none"> • Regular parent voice surveys (parents' evenings, Bounce, etc.) • Formation of a parent voice group (extension of QMA) 	Autumn 2022
Ensure that parents/guardians possess no stigma to mental health so that recognition, acceptance and support can take place.	Provide educational materials linked to mental health for parents as well as information upon its prevalence and acceptance in society	<ul style="list-style-type: none"> • Dedicated website page • Social media • Positive messages around mental health • Link with QMA – parent advocates 	Autumn 2022
Ensure that parents are aware of internal support available at QMGS as well as when that support is offered.	Information available to all parents which informs them of:	<ul style="list-style-type: none"> • Positive signposting of internal and external signposting (e.g. through social media and monthly newsletters) • Family clinics and support sessions • Promotion of parental networks 	Autumn 2022