



# HEALTH AND WELLBEING POLICY

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## Belfast High School

***Date: September 2023***

***Date Ratified: 27 September 2023***

***Ratified by: Board of Governors***

***Responsibility: Board of Governors***

***Author: Vice Principal***

***Review Date: September 2026***

## **Ethos**

At Belfast High School (the School), we recognise the importance of encouraging our pupils and staff to look after their mental and physical health and wellbeing. We view this as being important in allowing all members of our school community to fulfil their potential in a caring, warm and inclusive atmosphere.

## **Rationale**

The School has endeavoured to encourage and promote positive mental and physical health and wellbeing amongst pupils and staff in a variety of ways. Some of these are formal and/or statutory whilst others have been chosen because they are appropriate to the needs of our school community.

## **Aims**

This policy aims to:

- Explain what is understood by the term “health and wellbeing” in Belfast High School.
- Explain the position of the School as a “Take 5” school.
- Outline the ways in which Belfast High School works to support the health and wellbeing of pupils.
- Outline the ways in which Belfast High School works to support the health and wellbeing of staff.
- Provide an overview of the ways in which pupils and staff can share their concerns about their own health and wellbeing or that of peers/colleagues.

## **Health and Wellbeing**

For the purpose of this policy, and when discussing matters pertaining to health and wellbeing, the School will follow the definition of health and wellbeing as provided by the World Health Organisation (WHO) which states that:

*“Mental health is an integral and essential component of health...Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”*  
(WHO; 2023)

### **Belfast High School: a “Take 5 school”**

The School has been recognised as a “Take 5 School” in recognition of the work that has been carried out to uphold the “five steps to wellbeing.” The “five steps to wellbeing” are: Connect, Keep Learning, Be Active, Take Notice and Give.

The “five steps to wellbeing” approach is a research and evidence based framework balancing both mental health promotion and prevention across the School, helping to develop and enhance emotional resilience amongst all members of our school community in order to reduce instances of mental health disorders in the longer term and it contributes to improving physical and emotional wellbeing.

This approach to wellbeing helps identify opportunities to promote health and wellbeing amongst all members of the school community.

The “five steps to wellbeing” also complements the Education Authority’s Health and Wellbeing Strategy and its key themes of promoting, education and supporting Healthy Minds, Healthy Bodies, Social Health, Giving Back and Financial Wellbeing.

## **The Health and Wellbeing of Pupils**

The School recognises its role in the active encouragement and promotion of mental and physical health and wellbeing amongst our pupils in order to allow them to meet their full potential. Health and wellbeing is addressed in the classroom as well as through the wide range of co and extra-curricular activities on offer at the School.

The promotion of mental and physical health is central to the School's aims which are to:

- provide a broad, balanced and coherent curriculum which suits the needs of all pupils in a changing society and which encourages each pupil in his or her intellectual, cultural, aesthetic and physical development;
- instil in each pupil the determination to strive in all activities, academic and otherwise, to achieve his or her own level of excellence;
- encourage in pupils a respect for religious and moral values;
- create a caring environment in which the needs of each pupil are considered;
- foster social attitudes which will enable each pupil to take his or her place as a responsible member of the community;
- value and respect everyone, recognise their strengths and differences, encourage them to develop their skills and abilities and have a positive attitude to each and every member of our community;
- develop the three-way partnership (parent-pupil-school) to enable our pupils to attain their full potential;
- prepare our pupils for the challenges and opportunities of the fast-paced C21st world.

In seeking to fulfil the School's aims, the pastoral curriculum will see pupils develop important skills which will allow them to become positive contributors to society. These include (but are not limited to):

- Leadership
- Organisation
- Resilience
- Initiative
- Communication

The School actively encourages and promotes mental and physical health and wellbeing of our pupils in a variety of ways. These include but are not limited to:

- Counselling provision
- Promoting Positive Behaviour for Learning Policy – achievement points (positive pings)
- Celebration events and pupil rewards
- Honours and Colours
- Extensive list of co and extra-curricular activities
- Pupil Wellbeing Ambassadors
- Pupil Wellbeing Ambassador mentoring training delivered by TAMHI
- School Council
- "Wellbeing Wednesday" activities
- LLW and RSE provision
- External speakers and workshops delivered through pastoral curriculum
- Mentoring programme for subjects
- House system
- Pupil consultations and focus groups

- Pastoral Care Google Classroom
- Enhancement of school site in line with the needs of pupils
- The promotion of clear lines of communication for pastoral, academic, SEN, child protection and safeguarding issues
- The provision of first aid support
- Period Dignity Programme
- Engagement in charity and community initiatives
- UCAS mentors for Year 14 pupils
- School trips and visits
- Pastoral staff and Safeguarding Team making regular contact with vulnerable pupils
- Wellness Walk mapped out around school
- Zen Den
- Learning Support room

### **The Health and Wellbeing of Staff**

Belfast High School recognises the importance of health and wellbeing at work.

According to the WHO, the definition of a healthy workforce is: *“one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace.”* (WHO; 2010)

The School seeks to ensure that the mental, physical, social, psychological and emotional health of its staff are considered at all times. This involves being treated fairly, professionally and with dignity in the workplace.

The School actively encourages and promotes the mental and physical health and wellbeing of our staff in a variety of ways. These include but are not limited to:

- Provision of a calendar for the school year, with a monthly update being shared
- Staff school holidays are determined after consultation with staff
- Ensuring there is a staff wellbeing component to at least one School Development Day per academic year
- Organisation of vaccinations and Cardiac Risk in the Young appointments
- Promoting and organising wellbeing challenges e.g. staff steps competition, marathon teams, fun run participation
- The Staff Association and Principal organises treats for all staff throughout the year
- The Staff Association organises Christmas dinner and farewell events
- Refreshments provided on selected School Development Days
- Refreshments provided to staff at breaktime
- Staff counselling services available and provided by Inspire
- Cycle to Work scheme
- Principal and SLT open door policy for all members of staff
- Dedicated staff work areas around the school

### **Sharing Concerns about Health and Wellbeing**

Pupils:

All pupils are aware of the pastoral support which is available from their Form Teacher, Head of Year, Head of Key Stage or another trusted member of staff.

Details of key pastoral contacts can be located on noticeboards around the school, in pupil planners and via the School website as well as on posters located on pastoral noticeboards.

These posters also contain the names and contact numbers for a range of local and national charities.

If a pupil has a concern of a safeguarding or child protection nature, they should speak to a member of the Safeguarding Team or a trusted member of staff in the first instance. Details of who makes up the School's Safeguarding Team can be found in each classroom as well as on noticeboards around the school, in homework diaries and via the School website.

A list of qualified first aiders is displayed around the School.

The School also has counselling provision and pupils can be referred to the School Counsellor.

Staff:

All members of staff (both teaching and support staff) are encouraged to ask for help or support if needed. Staff are encouraged to communicate to the Principal, their line manager, a trusted colleague or friend if they have a concern relating to their mental and/or physical health and wellbeing.

The School may provide details of support that can be received from outside agencies such as <https://www.inspiresupporthub.org/> .

The Education Authority's Health Well Hub also contains resources designed to support those working in education <https://healthwell.eani.org.uk/> .

## **Other Relevant School Policies**

Pupils:

- Anti-Bullying Policy
- Attendance Policy
- Drugs and Substance Abuse Policy
- E safety and ICT Acceptable Use Policy
- Health and Safety Policy
- Intimate Care Policy
- Promoting Positive Behaviour for Learning Policy
- Relationships and Sexuality Education Policy
- Safeguarding and Child Protection Policy
- Special Education Needs Policy
- Supporting Pupils with Medication Needs Policy

Staff:

- Attendance Procedure
- Disciplinary Procedure
- Grievance Procedure
- Health and Safety Policy
- Safeguarding and Child Protection Policy
- Salary Policy

## **Review**

This policy will be kept under review by the Board of Governors, in line with the School's Policy Review Schedule.