



Stranmillis Primary School

Wellbeing Policy

Version: May 2025

Ratified By Stranmillis PS Board of Governors: November 2025

Aims and Ethos

Our school is committed to the emotional health and wellbeing (EHW) of our staff and pupils. We understand that a pupil who feels happy, healthy, safe and connected to school is more likely to fully engage in learning. Improving long term outcomes for the whole population begins with ensuring that every child has the best possible start in life.

We wish to work towards this in all aspects of school life and provide an ethos, environment and curriculum that supports and prepares pupils for coping with difficult experiences.

Acknowledging staff wellbeing is also vital for improving long term outcomes for our whole school community.

As a school, we are committed to promoting positive mental health and emotional wellbeing to all pupils, their families and members of staff and governors.

Rationale

We all have a responsibility to promote the emotional health and wellbeing of our children and young people. Increasing concern has been raised around the mental health and wellbeing of children and young people, particularly among those working with them in Education and other organisations and settings, their parents and carers, and children and young people themselves. The “Elephant in the Room” report has indicated that 91% of participants in the research felt that mental health was a “huge issue” for children and young people in Northern Ireland, with 86% stating that large numbers of young people do not know how to talk about their mental health.

(Children & Young People’s EMOTIONAL HEALTH AND WELLBEING in Education Framework February 2021)

A Whole School Approach to Emotional Health and Wellbeing (EHW) involves a school leadership who:

- Understand the links between mental health and achievement.
- Champion and support emotional health and wellbeing for pupils and staff, both strategically and practically as part of improvement planning.
- Rely on a staff team committed to helping all pupils develop the essential social and emotional skills they need to cope effectively.

We believe that EHW usually means that someone is **happy, healthy, and safe**, but can also include things like having good relationships with other people, a sense of purpose, and feeling in control of your life.

Support for Pupils

Our whole school approach to EHW ensures the provision of a variety of services to support pupils' EHW. It includes the curriculum, extra-curricular provision, pastoral care, SEN provision, early intervention and targeted support.

We understand that by intervening early to provide support before difficulties escalate and supporting the individual(pupil/staff), there will be a reduction in the number of EHW problems in our school.

Examples of EHW strategies and activities:

- Pupil-led activities.
- Transition support.
- Class and small group activities.
- Whole School assemblies and events.
- Teaching about Mental Health and Emotional Wellbeing
- Promoting participation in local projects.
- Promotion of Global/Regional Mental Health events.
- Feel Good Friday and activities that follow the 5 Ways to Wellbeing.

**If a pupil is identified as at risk, the school's child protection procedures should be followed.*

Support for Staff

We believe that staff wellbeing is essential for cultivating an emotionally healthy school.

- Provision of Professional Learning opportunities for staff.
- Time given for EHW preparation/pedagogy.
- Team building activities for staff wellbeing – staff motivation.
- Celebration of success.
- Trusted colleague networks.

Resources and support

EA Health Well Hub.

Inspire Workplace- free counselling for all staff.

Support for Parents/Carers

We believe that Parent/Carer engagement is vital because working together has been shown to have a promising impact on the wellbeing of all.

- Parent events.
- Regular home-school communication.
- Consultation with parents.

- Clear pathways of support and links to support networks.
- Engaging with voluntary, community and statutory agencies.

Roles and Responsibilities

While the responsibility to promote positive emotional health and wellbeing rests with every member of the whole school community, key staff have specific roles and responsibilities which include:

Principal and Senior Leadership Team

The Principal and Senior Leadership Team will work with the Wellbeing Champion to co-ordinate the school's approach to EHW and ensure the effective delivery of an EHW provision.

Board of Governors:

The Board of Governors has a responsibility to support the development of EHW within the school.

Principal

- Ensures that EHW for all is embedded in the school.
- Monitors the effective implementation of this policy.

Wellbeing Champion (Peter McKane)

- Leads whole school activities to promote EHW.
- Leads the EHW Team.

Monitoring and evaluation

This policy will be reviewed annually by the principal in consultation with the Wellbeing Champion, staff and pupils. Consideration will be given to any developments and will consider the learning from ongoing practice and experience. Any changes made will be shared with the staff and presented to the Board of Governors for approval.

Links to other policies

This policy links to:

Safeguarding & Child Protection, Critical Incident, Bereavement and Loss, Pastoral Care, Inclusion, Religious Education, RSE, Addressing Bullying, SEN, Positive Behavior.