

## Wellbeing Strategy: What do we at Burleigh to support wellbeing?

<b>Staff</b>	<b>Students</b>	<b>Parents</b>
<p><b>How do we encourage/enable staff to talk about their own wellbeing?</b></p> <ul style="list-style-type: none"> <li>• Make time to invest in each other</li> <li>• SLT are available to support staff as and when needed</li> <li>• Return to work conversations</li> <li>• External support service (EPA)</li> <li>• Staff survey (October)</li> <li>• Coaching with Laura</li> <li>• Well done postcards following a drop in</li> <li>• Communal pizza lunches during INSET days</li> </ul>	<p><b>How do we encourage/enable students to talk about their own wellbeing?</b></p> <ul style="list-style-type: none"> <li>• 1:1 time with class teacher / TA</li> <li>• PSHE – Jigsaw lessons</li> <li>• PSW drop ins</li> <li>• Surveys / Pupil Voice</li> <li>• School Parliament</li> <li>• Investing in relationships with pupils</li> <li>• Interventions: Emotional Literacy, Protective Behaviours, Nurture Groups, MHST groups</li> <li>• CHEXS – Growth group and after-school leadership groups</li> <li>• Hot chocolate with the Head</li> <li>• Annual ‘Do Something Different’ Day</li> </ul>	<p><b>How do we encourage/enable parents to talk about their own wellbeing?</b></p> <ul style="list-style-type: none"> <li>• Contact points with parents and staff</li> <li>• Asking parents how they are in a gentle way</li> <li>• Building trust</li> <li>• Active listening</li> <li>• Showing kindness</li> <li>• Good communication</li> <li>• School phone calls</li> <li>• Daily contact with teachers (am and pm)</li> <li>• Senior leaders at the school gates daily</li> </ul>
<p><b>How do we ensure staff understand that wellbeing is important and that they prioritise it?</b></p> <ul style="list-style-type: none"> <li>• Include staff wellbeing in the SDP</li> <li>• Dedicated PPA room</li> <li>• Involve staff in decisions that affect workload and wellbeing</li> <li>• Protect PPA time</li> <li>• Ensure meetings are purposeful and clearly aligned to the SDP</li> <li>• Wellbeing day given to all staff, including the opportunity to attend events for their own children in another school</li> <li>• Access to EAP</li> <li>• Identify staff members who can promote wellbeing initiatives and gather feedback</li> <li>• SLT support with communication, especially with difficult parents</li> <li>• Improved staff room space</li> <li>• Working from home (if prearranged with NN) and flexibility for those who work part-time</li> <li>• INSET days away from school</li> <li>• Being allowed time out for appointments</li> <li>• Flowers/gifts given for life events</li> <li>• ‘Santa’ gifts on tables/KitKats</li> </ul>	<p><b>How do we ensure students understand that wellbeing is important and that they prioritise it?</b></p> <ul style="list-style-type: none"> <li>• PSHE – Jigsaw lessons</li> <li>• Identified pupils have open access to the PSW</li> <li>• Posters around school</li> <li>• A different lunch space for some children</li> <li>• Quiet spaces e.g. library</li> <li>• Allow students to be independent e.g. specific roles</li> <li>• Dedicated pastoral team</li> <li>• Grounds / open space</li> <li>• CHEXS</li> </ul>	<p><b>How do we ensure parents understand that wellbeing is important and that they prioritise it?</b></p> <ul style="list-style-type: none"> <li>• Staff encourage open dialogue and for parents to reach out if they are concerned</li> <li>• Strong relationships with families</li> <li>• Access to CHEXS support, including simple guidance on: <ul style="list-style-type: none"> <li>• Sleep routines</li> <li>• Healthy screen use</li> <li>• Physical activity</li> <li>• Managing worries</li> <li>• Building independence</li> <li>• Family connection time</li> </ul> </li> </ul>

<b>What else could we offer to support and improve staff wellbeing?</b>	<b>What else could we offer to support and improve student wellbeing?</b>	<b>What else could we offer to support and improve parent wellbeing?</b>
<ul style="list-style-type: none"> <li>• Establishing a Change Team for 2026-27</li> <li>• More mentoring/coaching between staff</li> <li>• Embrace flexible working (the opportunity to take one's own child/ren to school on some occasions)</li> <li>• PDI/Appraisal conversations – added for 2026-27</li> <li>• PPA at home once a term</li> <li>• Shared lunches/team building</li> <li>• Build relationships with local schools to share costs for possible wellbeing events</li> <li>• After school fun activity e.g. Zumba</li> <li>• Nail bar/spa after school</li> <li>• Treats for PLCs</li> <li>• Shout out notes to recognise what staff are doing</li> </ul>	<ul style="list-style-type: none"> <li>• More mindfulness</li> <li>• More use of the outside grounds - quiet times and spaces during the day</li> <li>• New Wellbeing Ambassadors 2026-27</li> <li>• Zones of Regulation introduced as a whole school strategy</li> <li>• Assemblies structured around national events</li> <li>• Improved use of the grounds in conjunction with the Wellbeing Ambassadors</li> <li>• Staff to join Hot Chocolate with the Head</li> </ul>	<ul style="list-style-type: none"> <li>• More parent meetings in-house</li> <li>• In-person parent talks</li> <li>• Messages from the pastoral team in welcome events and throughout the year</li> <li>• Wellbeing Newsletter for parents produced monthly</li> <li>• Zones of Regulation bookmarks sent home</li> </ul>