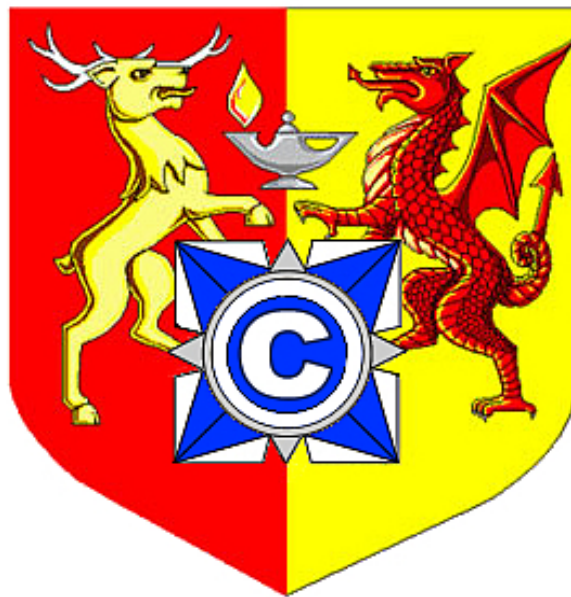


Cantonian High School Ysgol Uwchradd Cantonian



Well-being Policy

October 2010

"Cantonian celebrates diversity and is committed to working towards equality regardless of race, age, gender, faith, sexual orientation, language or disability. It strives to create an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all cultural backgrounds. The school complies with the Equalities Act 2010 and references to older legislation in school policies will be amended to reflect this as and when they are renewed"

All policies are available on request in large print format or translated into Welsh or community language

This policy was adopted by Governors on 09 February 2011

Rationale

The school has a duty to ensure the health, safety and welfare of its pupils and employees. This duty extends only to those factors which are within the school's control. The school is committed to fostering a culture of cooperation, trust and mutual respect where all individuals are treated with dignity. As a result, since September 2008 the school has been involved in the Cardiff LEA Secondary Schools *Social and Emotional Aspects of Learning* (SEAL) pilot to embed within the whole school to develop staff and pupils' positive well-being.

Objectives:

- To promote the health and well-being of pupils and staff within the school
- To recognise that a school which has positive relationships between staff and pupils will lead to high staff morale, job satisfaction and improvements in educational achievement and behaviour
- To foster a culture of cooperation, trust, tolerance and mutual respect

This policy works alongside and supports the following policies:

- Health & Safety Policy
- Equal Opportunities Policy
- Complaints & Grievance procedures
- Sickness Absence policies
- Disciplinary procedures

Guidelines:

Senior Management Team will:

- Champion good management practice and establish an appropriate ethos and vision within the school.
- Promote effective communication and ensure there are procedures in place for consulting and supporting employees and pupils both at whole school and individual level.
- Encourage initiatives and events that promote health & well-being.
- Ensure a member of the SMT leads the SEAL initiative.

Staff will:

- Treat individuals (staff and pupils) with consideration and dignity and promote a culture of mutual respect
- Participate in events and initiatives undertaken by the school to promote well-being and more effective working practices
- Raise concerns with their line manager if they feel that there are work issues that are causing them stress or having a negative impact on their or others health & well-being
- Take responsibility for their own health & well-being by adopting healthy lifestyles
- Take responsibility for working effectively in their assigned roles thus helping to avoid causing stress to their colleagues.

Pupils will:

- Treat individuals (staff and pupils) with consideration and dignity and promote a culture of mutual respect
- Participate in events and initiatives undertaken by the school to promote well-being and more effective working practices
- Consult and involve the learning support team if they require support and guidance
- Have access to a range of internal and external support agencies
- Endeavour to adopt healthy lifestyles as encouraged in the formal and informal curriculum

Parents will:

- Support the school's health and well-being initiatives
- Seek support from the school if they have concerns about their child's health and well-being
- Advise the school of any issues or circumstances which may impact on their child's health and well-being or learning

Governors will:

- Champion good management practice and support the Headteacher to establish an appropriate ethos and vision within the school that encourages positive well-being
- Encourage and support initiatives and events that promote health & well-being

Date produced: October 2010
Review: September 2012