

ELEVATED

A Holistic Approach To The Education of Young People

ElevatEd Wellbeing Policy

Policy Review and Approval

- **Responsible Lead:** Head of Provision
- **Date of Policy Approval:** 2.9.25
- **Date of Next Review:** 1.9.26
- **Reviewed By:** Tracie Daley - Holistic Education Lead
- **Approved By:** Mark Aitken -

1. Purpose

ElevatEd is committed to creating a thriving, safe, and inclusive learning and working environment that prioritises the wellbeing of staff and pupils. We recognise that physical, mental, emotional, social, moral, spiritual, and cultural wellbeing are essential foundations for success, personal growth, and lifelong learning.

2. Scope

This policy applies to all members of the ElevatEd community: staff, pupils, contractors, volunteers, and partners, across all settings (school, remote, fieldwork, and extracurricular activities).

3. Definitions

- **Wellbeing:** a holistic state of positive physical, emotional, mental, social, moral, spiritual, and cultural health.
- **Pupil wellbeing:** supporting young people to feel safe, valued, and equipped with tools to manage their wellbeing in line with the NHS Five Ways to Wellbeing.
- **SMSC:** development of pupils' social, moral, spiritual, and cultural awareness.

4. Principles

- **Whole-community approach:** wellbeing is embedded in everything we do, benefiting both staff and pupils.
- **Inclusivity and accessibility:** wellbeing support is available to all, regardless of background or need.
- **Prevention and early intervention:** proactive measures and timely support.
- **Collaboration:** partnership between staff, pupils, families, and external agencies.
- **Confidentiality:** wellbeing concerns will be handled sensitively and appropriately.
- **Continuous reflection:** feedback and monitoring will ensure the policy evolves with community needs.

5. Responsibilities

Role

Key Responsibilities

Leadership / Governors

Champion wellbeing at strategic level, allocate resources, ensure compliance.

Staff & Mentors

Promote wellbeing through curriculum, pastoral care, modelling positive behaviours, and facilitating wellbeing initiatives.

Pupils

Engage with wellbeing activities, support peers, develop self-awareness and self-care practices.

Families / Carers

Partner with ElevatEd to reinforce wellbeing values at home.

Wellbeing Champions / Coordinators

Lead wellbeing strategy, monitor uptake, and provide training and guidance.

6. Wellbeing for Staff

ElevatEd provides:

- Employee Assistance Programme (confidential counselling and support)
- Mental health awareness training and resources
- Flexible working where possible
- Wellness Action Plans and reasonable adjustments
- Access to wellbeing workshops and activities
- Peer mentoring and reflective practice groups
- Safe, inclusive working conditions

7. Wellbeing for Pupils

Pupils will access a wide range of structured and informal wellbeing opportunities, including:

- **Breathwork and Yoga:** to develop self-regulation, calmness, and resilience
- **1:1 Mentoring:** personalised wellbeing and pastoral support
- **Therapeutic Interventions:** access to evidence-based therapeutic support (e.g., counselling, play therapy, art therapy, or other interventions as appropriate), provided by trained professionals or trusted external partners
- **Wellbeing Posters and Signposting:** visible reminders of strategies and where to find help
- **NHS Five Ways to Wellbeing Framework:** integrated into curriculum and daily practice (Connect, Be Active, Take Notice, Keep Learning, Give)
- **Regular Sport and Exercise:** PE, team sports, active play, movement breaks during lessons
- **Journaling Opportunities:** fostering reflection, gratitude, and emotional expression
- **Connecting with Nature:** outdoor learning, nature walks, environmental projects

- **Movement and Mindfulness:** regular opportunities for mindful movement to reduce stress and improve focus
- **Reflections and Setting Intentions:** encouraging pupils to pause, review, and set positive goals for learning and wellbeing
- **Stretching and Meditation:** structured activities to release tension, improve focus, and support emotional regulation
- **SMSC Development:** embedding social, moral, spiritual, and cultural awareness in lessons, assemblies, and community activities

8. Health, Safety & Safeguarding

- Risk assessments will include wellbeing and mental health considerations.
- Clear safeguarding pathways exist for pupils at risk.
- Anti-bullying and anti-harassment policies support a safe environment.
- Pupils and staff are encouraged to report concerns without stigma.

9. Monitoring & Evaluation

- Staff and pupil wellbeing surveys conducted annually.
- Regular feedback loops with school council, pupil voice forums, and staff networks.
- Wellbeing initiatives reviewed each year and adapted based on evidence and community need.
- Data monitored includes attendance, behaviour, uptake of wellbeing services, and engagement with activities.

10. Communication & Awareness

- Induction for staff and pupils includes wellbeing orientation.
- Wellbeing policy and resources are visible on ElevatEd platforms, notice boards, and in classrooms.
- Regular assemblies, workshops, and newsletters highlight wellbeing practices.

11. Legal & Ethical Compliance

- Policy complies with UK Health and Safety law, Equality Act 2010, Keeping Children Safe in Education (KCSIE), and relevant safeguarding guidance.
- Confidentiality and data protection standards are upheld in all wellbeing matters.