

## **Introduction:**

At Ormiston Victory Academy we are tremendously proud of our students' achievements – from the impressive GCSE and A Level results to the bespoke learning pathways available to every child. We have a talented, dedicated team of teaching and support staff who are committed to ensuring every Victory student is ready to learn independently and enthusiastically for life.

Ormiston Academies Trust is dedicated to ensuring that we commit to the development of the whole child and, here at Victory, we believe that every child needs to follow at least one passion, whether it is a traditional academic pursuit, sporting activity or a commitment to the arts. Providing our young people with a wide variety of high-quality activities which wrap around the academic curriculum ensures that all students benefit from developing new skills, enhancing existing ones and having opportunities to simply relax and have fun! This supports them in developing into well-rounded, happy young adults.

Every young person must also have at least one adult they connect with and would happily approach to discuss their welfare. We have invested in a strong pastoral team to ensure our students know their well-being matters.

## **Vision:**

Our vision is to ensure that all members of our academy community are able to maintain positive emotional well-being and mental health so that they are able to live happy and fulfilled lives, have high aspirations and achieve the best possible outcomes for themselves.

We strive to achieve our vision at all levels, by teaching students, training staff and involving our community in maintaining a core ethos of well-being; healthy bodies, healthy minds, and acts of kindness for all; which permeates everything we do at Ormiston Victory Academy.

## **Aims:**

- To promote positive social and emotional well-being, mental health, resilience and wellness for students, staff and our wider Academy community.
- To increase awareness and understanding among staff, students and parents/carers of issues surrounding mental health
- To detect and support both young people and staff at the earliest possible stage
- To continue to promote positivity around mental health and emotional well-being and reduce the stigma associated with mental health issues
- To provide a safe, stimulating and positive environment which promotes opportunities for all

## **Support Mechanisms:**

- Caring, well trained staff who look out for students in their care and the colleagues with whom they work
- Dedicated Academy Mental Health Lead and Mental Health First Aid trained staff
- Well-being Change Team, consisting of staff, parents & student representatives who meet on a half-termly basis
- Student Well-being Advocate
- Access to external support agencies such as School Nursing Team, Bereavement and other family support charities
- Independent Counsellor
- Principal's open door policy for staff and students

# Well-being Strategic Overview



- Strong pastoral support team including Heads of Year for Behaviour, Academic Heads of Year, SENDCo, Student Well-being Advocate, Form Tutors, Attendance Officer, Assistant Principals and Vice Principal for Student Engagement.
- Weekly VAST (Victory Academy Support Team) meetings
- Pastoral Support Plans
- Student Well-being & Mental Health Ambassadors
- Regular well-being events for staff eg. Time to Talk mornings
- #IWill Kindness Campaign
- Academy Kindness Calendar
- Well-being and Mental Health focus in Academy SEF (Self Evaluation Framework)
- Free health checks and flu vaccinations for staff
- Access to free independent counselling for staff either face to face or telephone consultations
- Half-termly celebration and reward assemblies for students
- Weekly recognition and celebration of staff contributions to Academy life and special occasion events eg. Whoop Whoop Wednesdays, Pedagogy Postcards and Valentine's colleague thank you e-mails
- Student appreciation of staff programmes eg. Christmas thank you messages
- Student reward visits from Father Christmas and the Easter Bunny!
- Regular Baraza (student council) meetings attended by invited senior staff
- Citizenship programme and regular assemblies focussing on well-being and mental health and reducing the stigma around mental health issues.
- Trusted adult sticker in student planners
- Student specific pastoral support programmes such as ELSA (Emotional Literacy), Worry Buster and Lego Therapy.
- Alternative curriculum programme which includes gardening, fishing,
- Named Well-being Governor
- Staff CPD from both internal and external providers on mental health and well-being
- Role specific CPD and training for pastoral staff
- Well-being articles for parents & community in Fortnightly Family Newsletter
- Enrolment in the Well-Being and Schools programme (WAS)
- Well-being action plan monitored by SLT on termly basis
- Positive role models provided by 6<sup>th</sup> form mentoring programme
- Clear and effective anti-bullying policies and procedures which include zero tolerance for racism and sex/gender identity based bullying
- Robust, wide ranging PSHE/SRE programme (Personal, Social & Health Education/Sex & Relationships Education) delivered through formal SMSC (Social, Moral, Spiritual & Cultural) lessons, Assemblies, Citizenship programme and cross-curricular learning schemes of learning
- Signposting of mental health support and advice on Academy website
- Stakeholder (staff, student and parent/carer) well-being surveys
- Early Transition programme for year 6 students to reduce anxiety and aid familiarisation
- Early end to Summer Term to enable cheaper more flexible family holidays for staff
- Over worked time claimed back in lieu
- Consultations with staff to facilitate work-life balance and reduce workload
- Flexible working consultations with staff and time off for family events
- Academy ethos of mutual respect, tolerance, kindness and celebration of diversity