



Health & Wellbeing

RATIONALE

A person's positive wellness benefits the school and the wider community. These benefits include:

- increased engagement and high performance
- improved productivity
- improve workplace image
- reduced cost of sickness, absences and workers' compensation
- increased retention.

If we improve conditions for staff members in our workforce, this will also improve learning conditions for students.

Our school aims to:

- Give our students and families a common language and whole school approach to mental health
- Create a school environment that is inclusive and supportive of all members
- Create better learning outcomes, health and well-being for all members
- Provide a safe, stimulating and fun place to learn, work and play

Our school is using these tools:

Established a H&WB – Health and Wellbeing Committee that encompasses a Positive Behaviour Support approach for all our school community. From 2022 this will be called the Relationships committee to align with PSR.

It is a school priority in the Business Plan: Supportive Culture. As a school we are funding and resourcing H&WB initiatives.

CONTENTS

The health and wellbeing plan is laid out in sections, each interacting with those that follow. Our approach is a balanced one of explicit and intentional teaching, with freedom to practice and use strategies and methods that will maximize student achievement.

- Building the role of SELCo support health, fitness and emotional regulation
- Whole School PBS implementation and initiatives
- Staff Wellbeing activities
- Evaluation at the end of the cycle

WELLBEING

Wellbeing is about balance in all aspects in life.

- **Mindfulness:** mindfulness helps you focus on the present time.
- **Nutrition and mental health:** good nutrition can promote brain development, mental health and wellbeing.
- **Building children's confidence: I try my best** feeling confident helps children do well in all aspects of their life, both now and into the future.
- **Decision-making skills:** children and young people gradually learn skills for making good decisions, now and into the future.
- **Physical activity:** there are many positive links between physical activity and mental wellbeing.
- **Play:** play helps children understand the world and practice for the future.
- **Self-management:** I can empty my Bucket is a key developmental skill linked to mental health, resilience and capacity to cope.
- **Resilience: I empty my bucket and I am Kind.** It's important in managing stress and supporting their mental health.

Curriculum Focus

Incorporating health and wellbeing concepts into the classroom by:

- Having a *Protective Behaviour* specialist teacher that goes into all classroom to deliver [at level] the same message.
- Appointing a Sports Coordinator to assist with the implementation of PE curriculum.
- Allocate adequate budget for health related professional development and curriculum materials including sensory needs.
- Provide explicit teaching and learning activities that develop resilience skills (Empty my Bucket program) students to cope more effectively.
- Ensure there are regular physical activity and health sessions during teaching periods for Years K-6.
- New eating program was established and is coordinated by an EA who wants to drive this initiative. Named *Ngalkoo* which is the Noongar word for eat.
- Promote and encourage school based healthy eating, physical activity and mental health and wellbeing through regular communication to the school learning community in e.g. Newsletters, website & posters.
- Encourage whole school community participation in activities/sessions that promote positive mental health and wellbeing. Lawn bowls, social get-togethers, staff appreciation awards.

Partnerships and Services

We will develop strong community links to the school by:

- Providing information to parents and staff about programs and other health messages through newsletters, the school FB page and Seesaw.
- Actively seeking opportunities to form partnerships with parents/carers, community groups, health service professionals and agencies to achieve the aims outlined in this plan. Especially with the Parent and Child Centre in East Maddington.
- Using our providers and therapists to assist with implementing strategies and achieving goals for students.

Programmes

Ngalkoo

Encouraging all students to eat a piece of vegetable or fruit in the classroom during a daily designated Crunch&Sip® time and drink water from their own bottle throughout the day. Also encouraging different is ok and students will try 'different' foods.

Sun Aware

Being Sun Smart is encouraged all year around.

Incorporating sun safety education as part of the curriculum.

Requiring students to wear sun protective clothing, including hats (broad-brimmed, bucket or legionnaire style) for all outdoor activities.

Establishing role models within the school community through staff wearing appropriate clothing and hats while on duty and at other outdoor activities and encouraging school visitors to do the same.

PROTECTIVE BEHAVIOURS

It is mandated that ALL staff complete the "Child Protection and Abuse Prevention" online training every **THREE YEARS**.

What is protective behaviours?

Protective behaviours is a personal safety program aimed to strengthen the resilience of children as they grow and develop. It focuses on giving children essential life skills to seek help if faced with abusive situations and teaches children how to avoid a wide range of potentially unsafe situations.

Maddington Education Support Centre is a pilot school for the Safe and Friendly Schools Framework and continuum that will be rolled out into all WA schools over the next 18 months. We have two representatives on the advisory committee. This advisory committee was created to ensure as a Department we deliver against the findings of the Royal Commission. The results from the continuum, where schools self-reflect and review themselves as a 'Safe Schools' will provide data and evidence to ensure decisions are made in the best interests of children.

Self-regulation Strategies- we call this Empty my Bucket

We are trying to get our students to be able to recognise when they are becoming agitated, and have the tools to be able to do something about it to manage our feelings and get ourselves to a healthy place.

We also use the traffic light system.

The **Red – STOP** is used to describe extremely heightened states of alertness and intense emotions

The **Yellow – slow down** is used to describe that I can feel myself starting to lose control. I need to empty my bucket here.

The **Green – go** is used to describe a calm state.

Staff Wellbeing

Creating a supportive culture is one of our school objectives. Encouraging good health is important in ensuring a happy and safe working environment. While putting energy into creating a positive mental health environment for children and young people, **it's also important to focus on the wellbeing of the staff.**

When staff members are mentally healthy, and model wellbeing and resilience, it has a positive impact on children and young people, colleagues and the culture of the school. It also has demonstrated benefits for the whole learning community.

- **Staff wellbeing:** while you are putting your energy into creating a positive mental health environment for children and young people, it's also important to focus on your wellbeing and that of your colleagues.
- **Stress management:** everyone experiences stress at times but we can learn how to protect ourselves from getting overwhelmed by it.

Employee Assistance Program (EAP)

Through PeopleSense, the contracted provider for our Employee Assistance Program, employees and their immediate family members (de-facto partner or spouse and dependent children under 25 years old) are entitled to six sessions of counselling a year. Sessions are free of charge, confidential, one hour in duration and may be held face to face, via telephone or via Skype. Highly experienced psychologists provide counselling for matters including:

To book a counselling appointment, please telephone PeopleSense on 1300 307 912 or 9388 9000, email reception@peoplesense.com.au.

Evaluation

At the end of each Business Plan cycle, the staff will review our Health and Wellbeing Plan.

