

DCAT WELLBEING FRAMEWORK



The DCAT Wellbeing Framework sets out the vision and principles that DCAT is committed to in order to support the health and wellbeing of children and staff across all schools.

DCAT Wellbeing Framework Rationale

- 1 in 6 children aged five to 16 were identified as having a probable mental health problem in July 2020.
- Less than 1 in 3 young people with a mental health condition get access to NHS care and treatment.
- 80% of young people with mental health needs agree that the Covid-19 pandemic has made their mental health worse.
(Young Minds, 2022)

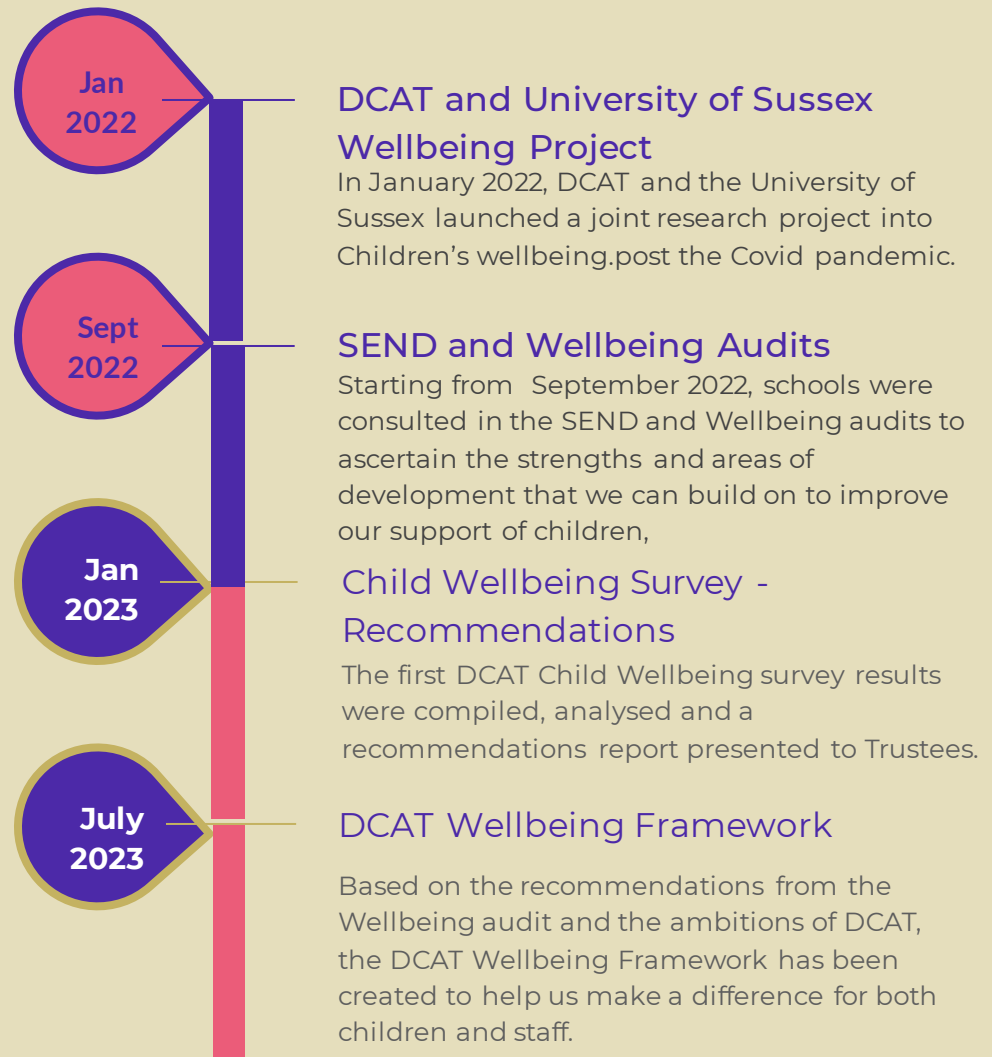
What is wellbeing?

Having 'good' mental health means many things to many people; but most people understand that it is about having a range of skills and resilience to cope with stress and change, to have self-belief and self-worth and engage in purposeful and meaningful activities. An individual that has good mental health feels safe, valued and comfortable with their identity. (Meek et al, 2020).



“Wellness is a connection of paths: knowledge and action.”

DCAT Wellbeing Timeline





Wellbeing is a journey; and everybody's journey is different.

Vision

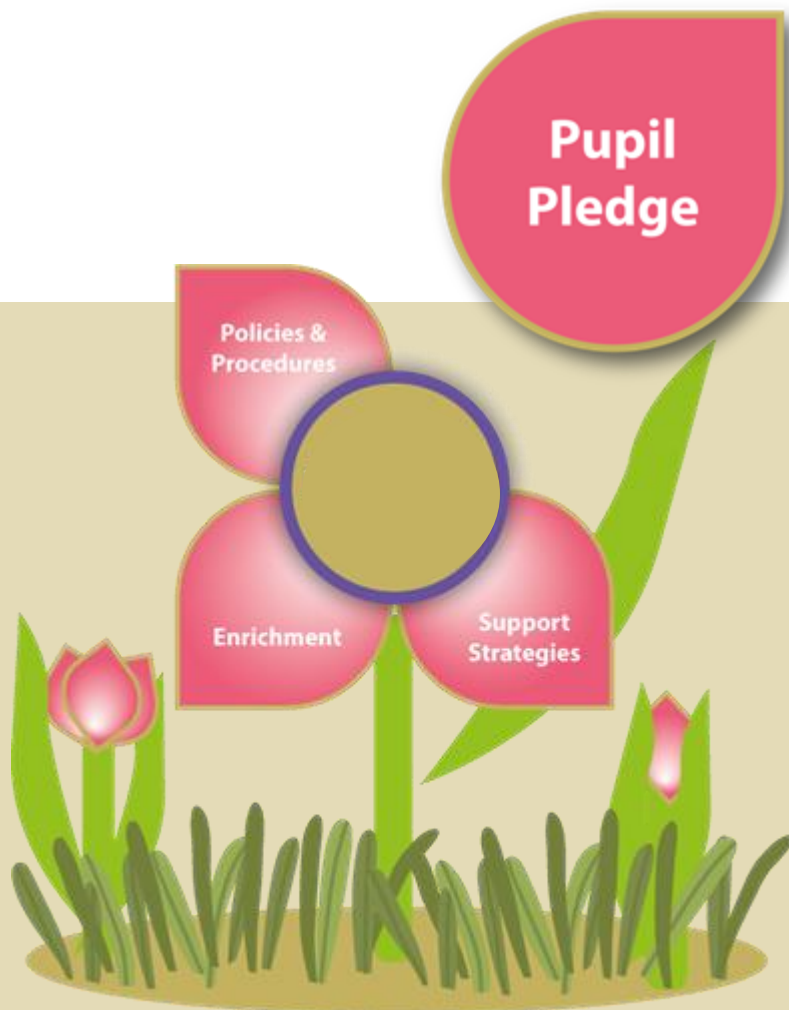
We will cultivate an open and positive culture that encourages discussion and understanding of wellbeing and mental health and ensures that everyone that needs support receives it.

Principles

- Embed a framework that includes pledges, policies, strategies and training that supports staff, children, parents and carers with wellbeing and mental health.
- Help children to support each other and seek help when they need it.
- Develop the whole child and their character strengths through thoughtful and varied enrichment activities and a character curriculum.
- Teach children social and emotional skills and an awareness of mental health.
- Early identification of children who have mental health needs and planning support to meet their needs, including working with specialist services.
- Work in partnership with parents and carers to support them and their children.
- Support and train staff to develop their skills and nurture their own wellbeing

Learn-well

Learn-well is our promise of support to all of our children in all of our schools. It includes the relevant policies and our Pupil Pledge which sets out our intentions for the culture of wellbeing that we aim to nurture and embed.



Pupil Pledge

- We will **listen** to your thoughts and ideas on how we can make school better for you.
- We will keep you safe and provide you with **learning opportunities** that develop your knowledge every day.
- We will support you to develop **key skills and characteristics** that will help you in school, work and life in general.
- We will be there with you for your **whole journey** with us.

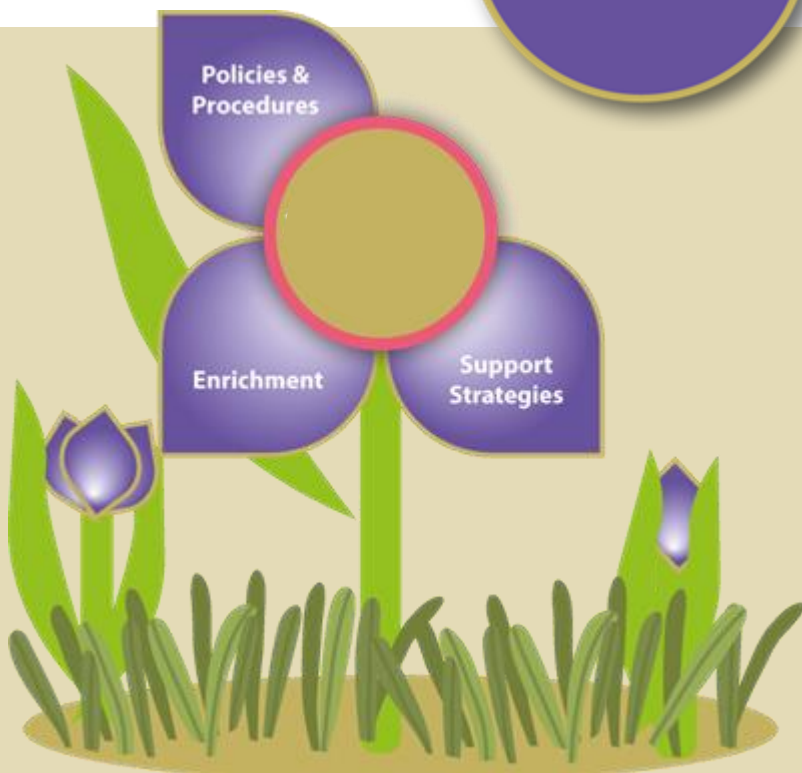
Work-well

People Pledge

Work-well is our promise to all staff working within DCAT to support their health and wellbeing. It includes the relevant policies and also our people pledge which sets out our intentions for the culture of wellbeing that we aim to nurture and embed.

People Pledge

- We will engage with staff at all levels through **staff voice** to inform and transform our Trust to better serve everyone.
- We commit to a **fair and transparent** pay and rewards structure.
- We will offer all staff **high quality professional development** opportunities and consistent appraisal rooted in our improvement processes.
- We encourage a **healthy work: life balance** through our range of health and wellbeing benefits.



**Policies & Procedures**

- Clear Guidance: Our DCAT Code of Conduct provides accessible information, empowering you to navigate your responsibilities confidently.
- Fair Treatment: Our HR Policies ensure consistent and equitable treatment and working practices for all our people.
- Your Voice Matters: We involve you in policy design, valuing your insights and needs through regular Stakeholder Voice.
- Transparent Recognition: Our Pay and Appraisal Policies allocate rewards fairly and transparently.

**Policies & Procedures**

- Safe and Secure Environment: Our safeguarding policy ensures a secure learning environment for children.
- Curriculum: Our comprehensive curriculum design promotes well-rounded education
- Teaching and Learning: We prioritise excellence in teaching through effective practices and professional development.
- Children's Well-being: Our policies focus on nurturing children's mental, emotional, and social well-being.
- Reaching God-Given Potential: We are dedicated to guiding children in reaching their unique and full potential.

Support Strategies

- Employee Assistance Programme: Our staff benefit from confidential support and resources for personal and professional challenges they may face.
- Staff Well-being: We provide platforms for staff to come together, share experiences, and access support initiatives aimed at promoting their well-being and work-life balance.
- DCAT Centre Team: The team is always available to provide guidance, assistance, and resources to our schools, ensuring they have the necessary support to thrive.
- Training: We offer access to staff wellbeing training and support
- Outreach Partners: We collaborate to offer additional support services, including, coaching, and professional development opportunities.

Support Strategies

- Designated Safeguarding Leads: Our pupils benefit from highly trained professionals overseeing safety and coordinating support
- ELSA Support: Our pupils benefit from targeted support for emotional resilience and social skills.
- Family Liaison Officers: Our dedicated officers support families and foster a strong home-school partnership.
- DCAT Counsellor: A dedicated counsellor provides a safe space for emotional support.
- SENCOs: Our SENCOs ensure tailored support for children with additional need
- External Agencies: We collaborate closely with local authorities, mental health services, the Church and community .

Enrichment

- Learning and Development Programme: We have a robust program for continuous professional growth and skill enhancement.
- Staff Hubs: We encourage collaboration and shared expertise among staff.
- Embracing School Uniqueness: We celebrate each school's distinct character and strengths.
- Mentoring and Coaching: We provide guidance and support for professional development.
- Recognition and Rewards: We value staff contributions through recognition programs. For example, Outreach Partners, Secondments, and additional responsibilities.
- Reflection: We promote and encourage reflection and self-care to support mental and physical wellbeing.

Enrichment

- Trips, Visits, and Theatre: We provide engaging educational experiences to broaden horizons and enhance learning.
- Extended Curriculum and School Clubs: We ensure a range of diverse activities fostering creativity, teamwork, and personal development.
- Character Curriculum: We promote values through a curriculum for essential life skills.
- Trust-wide Events: We ensure opportunities for community-building, sports, the Arts, and spiritual and cultural celebrations.
- Worship and Assemblies: We ensure regular sessions for reflection and shared values.