



NEWBOLD SCHOOL

Pastoral Care, Welfare & Wellbeing

Reviewed September 2026 by Mrs J Crissey & Mrs M Jennings

Ratified by Newbold School Board of Governors October 2026

Next Review: Autumn Term, 2027

Statement of Intent

Newbold school is committed to providing a safe, secure and nurturing environment where children and staff feel valued, respected and supported. We aim to promote the wellbeing of all members of the school community, ensuring that both pupils and staff are able to thrive academically, socially and emotionally.

This policy reflects the school's commitment to safeguarding, inclusion and wellbeing, in line with statutory guidance including the Health and Safety at Work etc. Act 1974 and the Equality Act 2010.

Pastoral Care and Safeguarding

The school has a comprehensive framework of policies to support pastoral care and pupil welfare, including:

- Behaviour Policy
- Anti-Bullying Policy
- Child Protection and Safeguarding Policy
- Equal Opportunities Policy
- Anti-Racism and Harassment Policies
- Safeguarding and Child Protection Policy

Additional policies contributing to pupil welfare include:

- PSHE and Relationships Education
- Attendance
- Health and Safety / First Aid
- Fire Safety

Our **Respect Times Five** code of behaviour underpins all aspects of school life, promoting:

- Respect for self and others

- Tolerance and understanding of differences
- Responsibility and positive relationships
- Care for the environment

This approach reflects key British values, including mutual respect, individual liberty and respect for rules.

Supporting Pupils' Wellbeing

- Pupils are encouraged to speak openly with staff about any concerns
- Staff will make time to listen and respond appropriately
- Parents/carers are kept informed of any concerns regarding a child's wellbeing

The school provides targeted emotional support through:

- A trained Emotional Literacy Support Assistant (ELSA)
- Time-limited intervention programmes (typically 6–8 weeks)
- Ongoing collaboration with parents and external agencies where required

Clear procedures are in place for parents to raise concerns, ensuring they are addressed promptly and appropriately.

Staff Wellbeing

The school is equally committed to promoting the wellbeing of staff by:

- Providing a supportive and respectful working environment
- Promoting a healthy work-life balance
- Recognising that wellbeing needs may change over time
- Supporting staff experiencing personal or professional challenges
- A staff member who holds a mental Health First Aid qualification (MHFA) is also available to support staff and shares updates with staff. (Mrs C Marten)

Roles and Responsibilities

All Staff

- Treat colleagues with respect and empathy
- Be mindful of workload and wellbeing of others
- Offer support during times of stress
- Contribute positively to team morale
- Maintain professional boundaries around communication

Senior Leadership Team

- Foster and model respectful, positive, supportive relationships & behaviour
- Monitor staff workload and wellbeing
- Provide confidential support and guidance
- Ensure effective induction for new staff
- Conduct return-to-work and support meetings where needed
- Signpost external support services
- Ensure clear communication and inclusive decision-making
- Recognise and celebrate staff achievements
- Provide training and support opportunities
- Offer additional support during high-pressure periods (e.g. inspections)
- Inform our SEC HR Department of any occupational health needs and request help, where needed.

Governing Board

- Ensure the school meets its duty of care to staff and pupils
- Support the wellbeing of the Headteacher and staff
- Ensure expectations placed on staff are reasonable and proportionate

Managing Wellbeing and Support

The school provides additional support where needed, including:

- Adjustments to workload during periods of difficulty
- Access to external support services
- Risk assessments where appropriate
- Confidential and sensitive handling of personal circumstances

A trained Mental Health First Aider (Mrs C Marten) is available to support staff wellbeing.

Partnership with Parents and the Wider Community

The school works closely with parents/carers to:

- Support children's emotional wellbeing
- Share concerns appropriately
- Promote consistent approaches between home and school

We also work collaboratively with external professionals and local authority services where required.

8. Monitoring and Review

This policy is reviewed annually to reflect any Safeguarding updates (e.g. Keeping Children Safe in Education), Changes in the EYFS Statutory Framework (if EYFS is included) or Significant incidents, complaints, or emerging wellbeing concerns in school. Wellbeing and welfare are closely linked to safeguarding duties and expectations around mental health, pastoral care, and staff wellbeing continue to evolve.