



Cam Hopton Church of England Primary School (Voluntary Aided)

Life in all its fullness

WELL-BEING POLICY

Document History

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This policy is to be reviewed in line with other related policies and any other documentation from the DfE, Ofsted and Gloucestershire Diocese.

Introduction

We are committed to promoting the 'Welfare' or 'Well-being' of all those involved in school community but, most especially, the education, spiritual and physical development of the pupils. They should feel valued, respected and cared for in a safe environment that promotes individuality through an ethos of trust support and positive challenge. This should mean that all children who attend the school enjoy a rich and full educational experience that will help them to maximise their abilities in life.

We recognise that the attainment of pupil 'well-being' is dependent upon a large number of contributors, whose own 'well-being' is essential if we are to be effective in our principal role of providing an outstanding education. Staff, parents and governors should expect honest, open and timely communications with their contributions valued and appreciated in a supportive environment.

Core Values

Safeguarding the security and safety of children is the highest priority of the school. The individual abilities and needs of pupils will be recognised with the aim of developing the whole child in an atmosphere of mutual respect. Our core Christian values of Respect, Creativity, Trust, Forgiveness, Generosity and Perseverance will be promoted and high standards of behaviour expected from all within established boundaries and rules framework.

Pupils

At Cam Hopton we believe that pupils flourish in a safe, secure and caring environment (at school and home); against the backdrop of positive Christian values children are given opportunities to succeed in all areas of school life, and their achievements are celebrated.

- **Safeguarding.** Every measure will be taken to protect pupils at the school from inappropriate attention. All adults at the school will be subject to relevant checks and access to the school premises will be carefully controlled. The school 'safeguarding' policy will be regularly reviewed and communicated to all involved with the school. Staff will be properly trained to handle any concerns raised whether by pupils or parents.
- **Educational Standards.** Our aim is to continuously improve, consistently exceeding minimum standards in all subjects. Children's progress will be individually monitored and reviewed with the Head Teacher on a termly basis.
- **Spiritual Development.** We will provide religious education, collective worship and a curriculum which will promote spiritual and moral development. Children will be encouraged to care for each other and demonstrate mutual respect.
- **Physical Development.** Physical exercise will be valued and promoted to encourage healthy life styles and living.
- **Safety.** We are committed to providing a safe physical working environment that complies with minimum government standards for health and safety.

- Bullying. This will not be tolerated and every incident or alleged incident of bullying will be investigated and reported to the parents and school Governing Board. The school plans Anti-Bullying lessons as part of the PSHE curriculum.
- Attendance. All pupils should be *expected to be in school at all times*. Cam Hopton will follow Gloucestershire Local Authority's guidelines for absence and attendance.

Teaching and Support Staff.

The best teaching staff will be recruited and their excellence in teaching skills maintained and developed through continuous training and development. They should expect from the Senior Leadership Team, open, timely communications, good management so that they will want to come to work. Staff should be listened to in a supportive environment with time and care taken to enhance their professional development.

Sustaining teacher 'work-life' balance is critical to ensuring their effectiveness in this demanding role. The head teacher will put in place appropriate management arrangements to ensure that staff and the Senior Leadership Team do not work overly onerous hours or have excessively large classes to teach.

Support staff are essential. Their contribution will be equally valued and they will be encouraged and supported in their various roles.

Parents.

The parents of children at Cam Hopton play a valued and crucial role at the school in ensuring that they achieve the best education possible. Their views will be respected and one to one feedback will be provided to them on their children's progress at parents' evenings. Parents will also be encouraged to play a full part in the PTA and will be invited to participate in the life of the school.

Governors.

The contribution of Parent, Teacher, Community and Church governors to ensuring the effective management of the school in the areas of curriculum, personnel, premises, school vision and financial resources will be recognised. Governors are encouraged to be visible at school events and engage with children and parents.

Cam Hopton CE Primary School is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This school aims to serve the community by providing high quality education and promoting Christian Values.