

Free School Advisory Service

The SPWA offers a free school advisory service on how to improve your schools performance, mental health and wellbeing strategy. This includes advice on how to set up Performance and Wellbeing Centres/Teams. The idea behind Performance & Wellbeing Centres/Teams is that they draw together and strengthen the network

of individuals within a school who are able to support members of the school community. This includes the School Nurse/GP, School Counsellor, School Coach, SENDCO, OS Coaches and Designated Safeguarding Lead, all of whom report to the head of Pastoral Care and/or Head of Staff Welfare.



Location

Ideally the key members of Performance and Wellbeing Centres/Teams would work in close proximity to each other.

Meetings

The Performance and Wellbeing Centre/Team would meet on a regular basis together or in sub-groups during term time. These meetings would be used to discuss, plan, implement and manage performance, mental health and wellbeing initiatives for all members of the school community including workshops, courses, mentoring initiatives, speakers and events such as 'Wellness Week' - a week of helpful talks, workshops and activities to promote general wellbeing in the school community. Pupil and staff representatives would also feed into these meetings from time to time.

A Systemic Approach

In addition to focusing on pupils, Performance and Wellbeing Centres/Teams would also support school staff and parents. This is considered vital as performance and wellbeing can only be fostered and facilitated effectively amongst pupils when parents and staff are engaged in the process as well. Such support would include:

- Telephone support services for staff.
- 1:1 and/or group support services for staff.
- Regular workshops and courses for staff and parents.

A Coaching Culture

Coaching has become increasingly popular, with some of the best schools in the UK adopting it as a service to pupils and staff.

There are many benefits to adopting a coaching culture in a school. Coaching is fast, effective, and results and solution focused. It is also less stigmatised than some other forms of help, making it more accessible to pupils, parents and school staff.

The SPWA believes that most successful schools will be offering coaching services in the near future and that these services will, at the very least, be equal to counselling services in terms of overall value to a school community.

A key feature of Performance and Wellbeing Centres/Teams is the provision of coaching skills and services via the school management and leadership team, the School Coach, two to three OS Coaches per year group and the delivery of OS courses to school pupils.

The School Coach is solely dedicated to providing specialist coaching services throughout the school community. This includes coaching pupils and staff one-to-one or in groups.

The OS Coaches, on the other hand, teach OS to pupils and provide only basic one-to-one coaching services. To avoid over-burdening staff, this service is provided (via a rota system) during break time and before and after school. In providing these services, the OS Coaches are trained to only coach basic issues in key areas and refer all other cases to the School Coach or School Counsellor. This creates a triage service and extra layer of support within a school. It also introduces an additional catch point and channel for referring pupils who might not otherwise seek help directly from the School Coach or School Counsellor.

Research

A Performance and Wellbeing Team would track information and feedback evidencing the impact of its work within a school. Key performance indicators would be agreed and set and results collated and reported yearly.