



Wellbeing Policy

Coláiste Muire's Wellbeing Policy has been prepared and developed in conjunction with The Framework for Junior Cycle (2015), which provides for "a new area of learning at junior cycle called Wellbeing. Wellbeing will cross the three years of junior cycle and build on substantial work already taking place in our school's culture and ethos and commitment to wellbeing visible to students. It will include learning opportunities to enhance the physical, mental, emotional and social wellbeing of students. It will enable students to build life skills and develop a strong sense of connectedness to their school and to their community". The Junior Cycle Wellbeing Program began with 300 hours of timetabled engagement in 2017 and is now 400 hours as the new junior cycle is implemented fully in schools. In our school, wellbeing extends to TY and Senior Cycle.

This wellbeing plan has been developed taking a clear understanding of what wellbeing means recognizing the indicators of wellbeing:



ACTIVE

- Am I a confident and skilled participant in physical activity?
- How physically active am I?



RESILIENT

- Do I believe that I have the coping skills to deal with life's challenges?
- Do I know where I can go for help?
- Do I believe that with effort I can achieve?



RESPONSIBLE

- Do I take action to protect and promote my wellbeing and that of others?
- Do I make healthy eating choices?
- Do I know where my safety is at risk?



RESPECTED

- Do I feel that I am listened to and valued?
- Do I have positive relationships with my friends, my peers and my teachers?
- Do I show care and respect for others?



CONNECTED

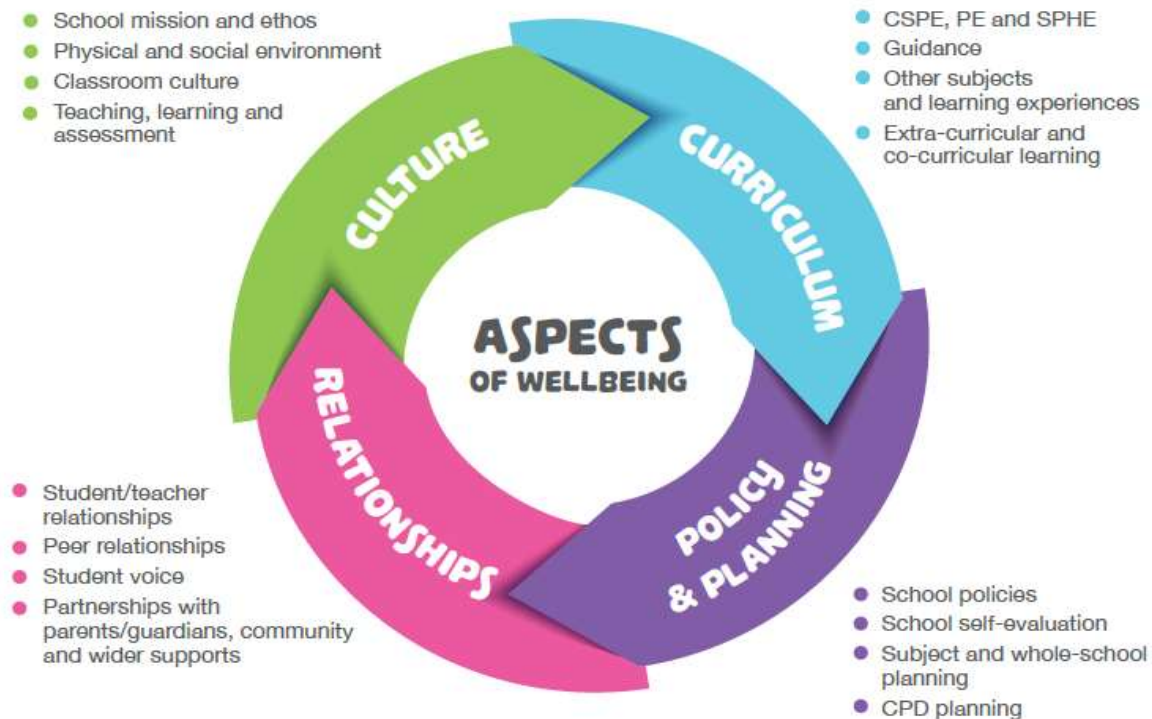
- Do I feel connected to my school, my friends, my community and the wider world?
- Do I appreciate that my actions and interactions impact on my own wellbeing and that of others, in local and global contexts?



AWARE

- Am I aware of my thoughts, feelings and behaviours and can I make sense of them?
- Am I aware of what my personal values are and do I think through my decisions?
- Do I understand what helps me to learn and how I can improve?

In planning it has been recognized that Wellbeing is more than a subject or curricular area, involves a whole school approach and is the responsibility of all members of the school community:



Mission Statement

Coláiste Muire seeks to foster the personal development and pastoral care of each individual and to:

- Maintain a balance between academic, technical and artistic achievement
- Value each individual, recognising his/her uniqueness and dignity
- Affirm the Catholic ethos and develop an appreciation and pride in his/her cultural heritage and environment
- Develop a co-operative caring environment between parents, teachers and home
- Maintain a policy of openness to all, regardless of class, creed or culture.

Coláiste Muire's education is very much centered on the education of the whole person. We are committed to the academic, creative, emotional, social, spiritual and physical development of each student in a caring and safe environment. A strong emphasis is placed on each student attaining her/his full potential through an enriching and comprehensive education. Our school promotes an atmosphere of trust and friendliness. Students are encouraged to develop responsibility, initiative, personal growth and leadership so that they can take their place in society as mature and committed citizens. The wellbeing of the whole school community is at the heart of our school's mission statement.

How wellbeing links with the School Ethos

The wellbeing program will provide our students with skills to evaluate critically the wide range of information available to them today so that they can make positive and responsible choices about themselves and about the way in which they live their lives – living a purposeful life. The Education Act of 1998 requires all schools to promote moral, social, spiritual and personal development for all students and also to provide health education for them. All of this happens within the context of the ethos of Coláiste Muire that seeks to develop a cooperative caring environment between parents, teachers, home and the wider community.

Rationale for the Policy

This policy has been introduced in order to allow the school to adequately respond to the changing and diverse needs of our students. Coláiste Muire is committed to the nurturing of the whole person so that they may be guided with care and respect to respond to the demands of modern life with resilience, optimism and a feeling of ownership.

Goals of the policy

The goal of wellbeing is 'human flourishing', and flourishing rests on the following:

- Positive Emotion
- Engagement
- Relationships
- Meaning and Accomplishment

The goal of this policy document is to outline clearly the school's approach to the provision of wellbeing for all members of Coláiste Muire. This policy will outline our belief that everybody in the school community is valued and has an opportunity to flourish through the following common approach:

- All staff contribute to promoting a caring and inclusive environment within the school that is supportive of school wellbeing.
- There is a shared vision and understanding of what student wellbeing means, which emphasises strength and capacities.
- Respectful and caring relationships are fostered between staff and students, staff and staff, and staff and parents.
- There are structures in place designed to support the wellbeing of students and staff.

Wellbeing

Wellbeing is present when students realise their abilities, take care of their physical wellbeing, can cope with the normal stresses of life, and have a sense of place and belonging to a wider community.

The Aims of Wellbeing

Student wellbeing is at the heart of the vision of the new Junior Cycle Program. Eight principles underpin this new program and of them is Wellbeing. Central to wellbeing are the six basic indicators: Active, Responsible, Connected, Resilient, Respected and Aware.

Therefore, the aims of the wellbeing program are centered around the six basic indicators. It is hoped that through guided self-reflection and group work, our students will develop a positive sense of themselves and their physical, mental, social, emotional and spiritual health and wellbeing. These indicators are representative of the following key skills that Coláiste Muire strive to develop in our students:

- Being a confident and skilled participant in physical activity.

- Being able to take action to promote their wellbeing and that of others.
- Making healthy eating choices.
- Knowing when and where their safety is at risk and enabling them to make the right choices.
- Feeling connected to their school, friends, community and the wider world.
- Understanding how their actions and interactions impact on their own wellbeing and that of others, in local and global contexts.
- Feeling confident in themselves and having the coping skills to deal with life's challenges.
- Knowing where they can go for help.
- Believing that, with effort, they can achieve.
- Showing care and respect for others.
- Having positive relationships with friends, peers, and staff members.
- Feeling listened to and valued.
- Being aware of their thoughts, feelings, and behaviours, and being able to make sense of them.
- Being aware of their personal values, and able to think through their decisions.
- Being aware of themselves as learners and knowing how they can improve.

Supporting and Promoting a Culture of Wellbeing in our School

Coláiste Muire promotes a warm, welcoming, encouraging and positive school culture in the following ways:

- The physical environment conveys a message of warmth, welcome and inclusion.
- The school is a safe place for all students.
- There is a space for students to socialise and a place to go to have some quiet time.
- The school is accessible for all students.
- The school environment is conducive to promoting physical activity.
- Teachers have high expectations for all students.
- A culture of collaboration and cooperation is promoted through day-to-day teaching, learning and assessment practices.

- There are open and supportive relationships between teachers and students in class and outside.
- Students feel safe and secure in their classrooms.
- Students are encouraged to actively engage in their learning so that they may enjoy being at school.
- Students have regular opportunities to talk about their learning and what helps them to learn.
- Students receive regular formative feedback about their learning and how they can improve.
- Teachers use active and creative methodologies to develop the key skills in their subject.
- Teaching and Learning is differentiated and provides an appropriate challenge to enable all students to engage and experience success.
- Students are able to continue their learning through our online platform, Microsoft Teams, if they are absent from school for any reason.

Recognising the Importance of Relationships for Wellbeing in our School

Coláiste Muire recognises that true wellbeing can only be assured through the promotion and development of positive, nurturing and respectful relationships within our school community. We try to achieve this in the following ways:

- Ensuring that student-teacher relationships are friendly, caring and respectful.
- Making sure that staff are fully aware that they may be the 'one good adult' that a student turns to for support and help during a difficult time.
- Fully informing students as to where to get support and how to access the Care Needs and Structures in the school.
- Resolving behaviour issues with care, respect and consistency.
- Ensuring that there is a shared vision and understanding of what student wellbeing means, which emphasises strength and capacities.
- Encouraging students to show respect, care and concern for each other so that they feel safe and supported amongst their peers.
- Recognising that staff need to feel supported and cared for amongst their colleagues.

- Providing forums for students so that their voice may be heard and they are involved in making decisions about their life in school.
- Making sure that students know that their feedback is valued and, where appropriate, acted upon.
- Ensuring that parents feel welcome, respected, and listened to as partners in the education of their children.
- Sharing information with parents as to how they can support their child's wellbeing.
- Maintaining strong links with the local community.

The Whole School Approach to wellbeing

Our students are supported in a variety of ways and their emotional, social, personal, mental and spiritual development is fostered in many ways. These include the following:

- A student support team who meet weekly.
- A school guidance team.
- A Year head structure, along with class tutors.
- Parent/Student Teacher meetings.
- An active student leadership team, including the student council and mentors.
- Positive affirmation awards such as the annual prize giving and through positive notes in the school journal.
- Retreats available to students.
- Class and year group trips.
- Year group assemblies.
- Extra-Curricular activities such as the school choir, sports, Young Scientist/Sci Fest, Green Schools, Debating, G, Homework club and After-school study.

Under a whole school approach to wellbeing, staff wellbeing is extremely important. Staff at Coláiste Muire work in a supported environment, with structures in place that aim to support staff as they support students. These supports include the following:

- A senior management team available for staff.
- Year head structures.
- Presentations at staff meetings that focus on wellbeing and support.

- Spectrum Life, employee assistance service is available to all teachers.
- Various staff wellbeing programmes facilitated in school by staff or by outside agencies.
- Staff members are encouraged to engage in continuous professional development and further study; which can enhance their classroom teaching.
- The school has a staff social committee that organise events periodically throughout the year to enhance personal relationships between staff members.

Wellbeing and the Curriculum

Here in Coláiste Muire we have chosen to strongly prioritise and highlight wellbeing within our School Community. This is reflected in our curricular provision:

- CSPE, PE and SPHE (to include RSE) and Social, Cultural and Religious Education (SCRE) at Senior Cycle
- Guidance related learning
- Timetabled wellbeing classes: other subjects and learning experiences
- Extra-curricular and co-curricular learning
- CPR training
- Consent workshops

The Timetabling of wellbeing at Junior Cycle

In order to plan a junior cycle programme, the starting point must be

‘The shared vision and values of the school alongside consideration of the principles and statements of learning set out in the Framework for Junior Cycle’ (2021 Junior Cycle Wellbeing Guidelines)

A junior cycle programme that builds the foundations for wellbeing:

- Introduces students to the key skills of how to manage themselves and how to stay well
- Is broad and balanced
- Provides choice

- Has meaning and relevance
- Is enjoyable and engaging
- Provides opportunities to experience challenge and success
- Equips students with the knowledge, skills and dispositions to develop as learners and build positive relationships

Considering the above guidelines we have created a modular based Junior Cycle wellbeing class, as such every student can access every module. Detailed plans for each module are available to staff in the online Staff Team. According to Circular Letter 0076/2020, 400 hours must be allocated to wellbeing by September 2022. With the curricular provision of wellbeing as a timetabled subject along with CSPE, PE, SPHE and other school activities this target is reached.

The Timetabling of wellbeing at Senior Cycle

TY, 5th and 6th year students have access to topics related to wellbeing through through Social, Cultural and Religious Education (to include Relationship and Sexuality Education, Consent education), Guidance Education and in Physical Education. Plans are available in the relevant files in Teams.

Students with Additional Educational Needs

Students with Additional Educational Needs (AEN) may need more help than others in coping with the physical and emotional aspects of growing up and the demands of daily life. Coláiste Muire has a dedicated AEN team who help look after the wellbeing of our AEN students on a daily basis.

For learning activities to be made meaningful; and for all students to get the most out of timetabled wellbeing classes it is important that the teacher finds ways to respond to students' diversity by using differentiated approaches and methodologies. In consultation with the Additional Educational Needs Co-ordinator the following strategies can be adopted:

- Interacting and working with other students in small groups

- Spending more time on tasks and organising the learning task into small stages
- Language used is pitched at the students' level of understanding
- Outlining the steps to be learned/completed in any given task
- Posing key questions to guide students through the different stages/processes
- Modelling task analysis by talking through the steps of a task as it is being done
- Having short and varied tasks
- Displaying word lists and laminated charts with pictures

Wellbeing During School Closures

Coláiste Muire is committed to providing wellbeing support to our students, staff and their families during unexpected school closures such as during a global pandemic. This is done through the following:

- Continuation of learning through Microsoft Teams.
- Email, phone support and Teams meetings from the student support team.
- Support from school management to staff providing continuation of learning.
- Regular communication from the school to the home.

Policy and Planning

- School policies are developed and reviewed in partnership with students, parents and staff.
- Policy documents are accessible and shared with students and parents.
- Policies are enacted with fairness and compassion.
- Appropriate planning time is allocated to wellbeing, which is an important feature of whole school and subject planning.
- Staff are supported if they wish to pursue wellbeing (CPD) and encouraged to share their resources with colleagues.

- As part of the whole school approach to well-being and in order to promote personal and social development, other policies are in place for the following:
 - Additional Educational Needs
 - Admissions
 - Administration of medicines
 - Attendance
 - Anti-bullying
 - Assessment
 - Attendance
 - ICT Acceptable use policy
 - Book Rental
 - CCTV
 - Child Protection
 - Class Supervision
 - Communication
 - Complaints Procedures
 - Code of Behaviour
 - Critical Incident
 - Data Access
 - Data Protection
 - Dignity at Work
 - Exams
 - Grievance Procedures
 - Guidance
 - Health & Safety
 - Homework
 - Lockers
 - Mobile Devices
 - Religious Education
 - RSE

- School Trips
- Student Support/Pastoral Care
- Subject Choice
- Substance Misuse
- TY Admissions
- Uniform
- Vetting
- Wellbeing
- Work Experience

Evaluation

Evaluations of wellbeing classes, programmes and teams will take place twice a year. These evaluations will be organised by the wellbeing coordinator and plans will be stored in the Wellbeing Team online.

School Student Support Team

The Student Support Team is available to students, parents and staff should any issues arise concerning wellbeing. Student Support Team consists of the Guidance Counselors, Year Heads, Class Tutors, Home School Liaison Officer and the Additional Educational Needs Coordinator. The team may refer students to outside agencies if they feel it is necessary and of benefit. Parents / Guardians can contact the school if they wish to speak to any member of the team.

Outside Agencies

Coláiste Muire can provide a list of outside agencies that provide further support to students, staff and their families. This list can be accessed through the student support team and it is on our website at www.cmbm.ie.

Ratification and Review

The Board has ensured that the necessary policies, protocols or practices as appropriate are in place in respect of each of the above listed items. This policy has been made available

to school personnel and is readily accessible to parents on our website. This policy will be reviewed regularly by the Board of Management.

This policy was adopted by the Board of Management on

Signed: _____ (Principal)

Date:

Signed: _____ (Chairperson)

Date:

Appendix A

Wellbeing Supports in Coláiste Muire for Students

Curricular Wellbeing Supports

Junior Cycle	CSPE, SPHE (including RSE), Module Based Wellbeing Classes, Religious Education and PE
TY	Module Based Wellbeing Classes, Religious Education, Community Engagement, PE, Green Schools, Creative Schools, Big Brother-Big Sister (Student Mentors), Global Schools Initiative
Senior Cycle	Topics relating to wellbeing are accessible to senior cycle students through Social, Cultural and Religious Education (including RSE), Guidance Education and in Physical Education (PE).

Extra Curricular Programmes

Coláiste Muire runs many extra curricular and co curricular activities that enhance general wellbeing and develop student leadership. All students are encouraged to take part in these. A list of these activities is available on the school website www.cmbm.ie.

Individual Support

Individual Student Support is available for all students. Students can self refer or a member of staff or parent may refer a student to the Student Support Team. The Student Support Team consists of the Guidance Counselors, Year Heads, Class Tutors, Home School Liaison Officer and the Additional Educational Needs Coordinator. The team may refer students to outside agencies if they feel it is necessary and of benefit.

Students with Additional Educational Needs

The Additional Educational Needs coordinator organises additional wellbeing supports for students with additional educational needs.

Wellbeing Supports in Coláiste Muire for Staff

In School Wellbeing Supports

- Senior management team available for staff
- Year heads
- Presentations at staff meetings that focus on wellbeing and support
- The school has a staff wellbeing/CPD committee that organises events and CPD periodically throughout the year to enhance relationships between staff members
- An induction and support programme is provided for newly qualified teachers

External Wellbeing Supports

- Staff members are encouraged to engage in CPD and further study; which can enhance their classroom teaching and in turn their wellbeing.
- Spectrum Life, employee assistance service is available to all teachers
- A list of further wellbeing supports and outside agencies is available from the Support Team

Wellbeing Supports in Coláiste Muire for Members of the Wider Community

Members of the wider community include parents, guardians and their families.

Wellbeing Supports for the Wider Community

- A list of wellbeing supports and outside agencies is available for all members of the school community from the Support Team.
- Individual support meetings and career guidance meetings are held in the school.
- Parenting support is available from Sligo-Leitrim Parent Hub.
- The school runs a number of events each year in which the wider community is encouraged to attend, these include the carol service, opening mass, graduation mass, CEIST Ceiliúradh Day, sporting events and open nights for prospective students.
- Parents are encouraged to suggest wellbeing enhancements via a parental survey annually.