

Wellbeing Award for Schools (WAS)

Verification Report

School name:	Thrapston Primary School
School address and postcode:	Market Road, Thrapston, Northants, NN14 4JU
School telephone:	01832732512
School website:	www.thrapston-primary.northants.sch.uk
Head teacher:	Pauline Turner
Head teacher's email:	pturner@thrapston.net
WAS coordinator:	Sharon Webb (SENCo).
WAS coordinator's email:	swebb@thrapston.net
Award verifier:	Julia Seymore
Award adviser (if applicable):	School-led
Date of verification:	12/01/22

Commentary on the evidence provided:

Evidence provided by the school was extremely clear and well-organised.

Stakeholder evaluations from staff showed a significant improvement of 8.2. Feedback from parents and pupils was overwhelmingly positive.

Strengths identified during verification:

The school has approached the Award with diligence and significant commitment. The award process has been communicated clearly to stakeholders and there has been good stakeholder engagement.

There has been significant investment in response to staff stakeholder feedback, including additional staff employed and increased hours to support with pastoral care.

The school has improved provision for staff, including support with workload, increased communications around staff wellbeing, physical provision in school (Wellbeing board, staff treats, counselling) and physical support from Senior Leaders (Open-Door policy) and The Hub.

CPD provision for staff around emotional wellbeing and mental health is very strong.

Staff evaluations show that staff feel well-supported. There is a strong sense of being part of a team amongst staff. Staff reported in interview that they had seen progression over the course of the Award and felt well-supported and cared for. They also echoed information shared during presentation, around how well staff are able to support each other and themselves. Awareness has increased.

Provision for pupils is very strong. Pupils are regularly given opportunities to check-in and enhance their wellbeing and mental health. There are a wide range of interventions for pupils and parent partnership around the pupil is encouraged. The school environment is exceptional, with many areas created to support pupil wellbeing. Pupils can access The Blue Box, the Hub with it's 'Sooth Booth', sensory areas, use Zones of Regulation, Worry Monsters, visual timetables, The Leap Room, Bubble Rooms among many others. The school has well-used extensive outdoor space, including climbing area, a pond, large ball-game area, and even a Tardis library!

The school endeavours to challenge stigma around emotional wellbeing and mental health on an ongoing basis. Communication is strong and stakeholders value the Newsletters and clear signposting.

The school has excellent links with external providers.

The school has strong links with the local community and relevant networks.

There are robust systems in place to support children and early intervention is a priority.

Pathways are well-used and transparent. They are very clearly communicated to staff and parents.

Impact:

Staff Wellbeing Policy in place and all policies reviewed.

Increased training for staff.

Increased signposting to support services for families and staff.

Emotional Wellbeing and Mental Health strategy in place.

Systems and procedures reviewed.

PSHE scheme reviewed.

Dedicated budget for staff wellbeing created. Staff evaluations show huge improvement in scoring.

Staff Wellbeing Champions in place.

A move into a coaching- based appraisal system.

Areas for development:

Continue to encourage transparent communications around transition into the Academy Trust. This will protect staff mental health. Pulse 121 or a staff feedback app may help to keep in touch with trends in staff wellbeing.

Consider how to encourage and empower parents to access support outside of school and build networks to support each other. This is particularly important for Year 6 pupils.

Share good practice widely. You might consider sharing your newsletters with other schools, for example.

Achieve TaMHS Gold Award.

Continue to embed and develop the Staff Wellbeing Champions.

Celebrate your success!

Verifier recommendation:

I am very pleased to verify this award for Thrapston Primary School. Congratulations on this significant achievement. It is a direct result of your commitment, hard work and dedication. Well done!

Head teacher comments:

We very much enjoyed working with Julia during the verification process, it was clear to us that she had taken a considerable amount of time working through the evidence that the school submitted. We are incredibly grateful to our school family for supporting us as we have worked towards this award. Well-being is at the heart of the work that we do and we are very proud to have it recognised in this way.

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