**St Mungo’s Academy School Improvement Plan Session 2023-24 – Wellbeing, Equalities and Inclusion**



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| **Challenge 1: “The Catholic school is committed to the development of the whole person since, in Christ, all human values find their fulfilment and unity.”** (The Catholic School, Sacred Congregation for Catholic Education, 1977, n2)**We will develop a whole school approach to mental health, wellbeing and Equality** |
| **Mission 1:**  **Evaluate our current Mental Health, Well-being and Equality practices and plan next steps** |
| **Commitments(sprints)** | **Expected Outcomes** | **Measures of Impact** | **Lead Responsibility** | **Target Date** |
| To identify barriers to mental health, well-being, and equality ‘You shall love your neighbour as yourself.’ There is no other commandment greater than these.” Mk 12:31 | The majority (over 50%) of staff, pupils, and partners articulate/specify areas for improvement leading to more positive mental health. | Meeting minutesLink meetingsLearner conversationsQA Summaries & Quality Folders  | DHT – N Jenkins | December 2023 |
| Create opportunities to overcome identified barriers through collaboration with stakeholders across our setting | All departments enact whole school planning strategies to tackle inequalities. The majority (over 50%) of learners involved in planning and can identify strategies to improve mental health. | Faculty lesson planning Evaluations of SIP and DIP’s SEEMIS data analysis | DHT – N Jenkins | December 2023 |
| Staff CLPL on Inclusion and Equality | All staff understand how to support learners in improving their mental health and wellbeing.  | Lesson observationStaff focus groups/feedbackCLPL records and reviewsBaseline and follow-up staff surveysPupil feedback on reducing barriers and inequality. | DHT – N Jenkins | Reviewed termlyOctober 2023December 2023March 2024June 2024 |
| **Challenge 1: “Truly, truly, I say to you, a servant is not greater than his master, nor is a messenger greater than the one who sent him” John 13:16****We will develop a whole school approach to mental health, wellbeing, and Equality** |
| **Mission 2: Cultivate an ethos of Equality for all in St Mungo’s Academy** |
| **Commitments(sprints)** | **Expected Outcomes** | **Measures of Impact** | **Lead Responsibility** | **Target Date** |
| Plan a programme of whole school events and initiatives that provides all with the opportunity to address harmful behaviours. “For God shows no partiality”Rm 2:11 | Significant reduction in incidents of harm causing behaviours particularly: violence, gender, and race discrimination; coercive and controlling behaviours, which exclude young people from achieving equality. 100% of departments commit to creating a reducing harm strategy in their planning and are actively engaging all staff in promoting and supporting equality and equity for all learners.  | SEEMIS data - decreased number of harmful behavioursPupil feedback DM minutes – collegiate discussions Faculty strategies/plans and self-evaluation Staff feedback | DHT – J Young | Reviewed termlyOctober 2023December 2023March 2024June 2024 |
| Relaunch Mentors in Violence Prevention programme.“Blessed are the peacemakers, for they will be called children of God.” Mt 5:9 | A minimum of 22 pupil mentors identified, trained and deliver sessionsSignificant (more than 10%) reduction in referrals and bullying incidents CPO has a leading role in launch and supporting programme | Pupils/parent/staff feedback MVP leadership/Saltire awardsSEEMIS data - reduced bullying and equalities/referralsMVP session records | DHT – J Young | September 2023Reviewed termlyOctober 2023December 2023March 2024June 2024 |
| Improve Equalities as a whole school approach by gathering, analysing, evaluating, and publishing data on attainment, progression, and participation by identified characteristic, e.g., gender, race, ASN. | Almost all (over 90%) young people know how to identify and remove barriers to attainment and achievement  | Whole school action plan Tracking and monitoring dataSEEMIS data – course choice, progressionPupil feedback Evidence of equalities in departmental lesson plans | DHT – J Young | August 2023Reviewed termlyOctober 2023December 2023March 2024June 2024Course Choice programmes 2024 |
| **Challenge 1:** **Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. Philippians 4:6-7****We will develop a whole school approach to mental health, wellbeing and Equality** |
| **Mission : Promote positive mental health and wellbeing for all** |
| **Commitments(sprints)** | **Expected Outcomes** | **Measures of Impact** | **Lead Responsibility** | **Target Date** |
| Create and promote positive mental health policy in consultation with all stakeholders“I can do all things through him who strengthens me.”Phillipians 4:13 | 100% of young people are aware of the positive mental health policy and know how to access supports | 100% of staff articulate an understanding of the supports and opportunities to enhance mental well- being - gathered through staff surveys Meeting minutes | DHT – J YoungPTPC – A Carney | October 2023 |
| Establish a staff working group to promote and implement the positive mental health policy “All Catholic schools in Scotland, in honouring Jesus Christ as the Way, the Truth and the Life, will feature the following characteristics:A commitment to support the continuing professional and spiritual development of staff”*A Charter for Catholic Schools in Scotland* | 12 staff (recommended by Be-Inn Unity training provider) by identified and trained to promote positive mental health  | Staff feedback – surveys and meeting minutesSHANARRI wellbeing assessments Staff and pupil focus groupsParental feedback  | DHT – J YoungPTPC – A Carney | August 2023 |
| Form a group of student positive mental health ambassadors “For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.”Jeremiah 29:11 | 12 senior phase pupils (recommended by Be-Inn Unity training provider) identified and trained to promote the positive mental health policy in collaboration with the staff working groupThe majority of pupils (over 50%) develop agency and are empowered to take forward the positive mental health agenda within school. | Pupil feedback Training completion awardsMeeting minutesPSE/Tutor/CLPL activities  | DHT – J YoungPTPC – A Carney | September 2023April 2024 |
| Evaluative Comment (*HGIOS 4 Link Outcome to QI Challenge Questions)*How well do all staff understand their role and responsibility in supporting learners’ health and wellbeing?How well do children and young people show consideration for others and demonstrate positive behaviour and relationships?How well do we ensure that all staff undertake regular professional learning around legislation, statutory requirements and codes of practice?How well can we demonstrate improved attainment for groups and individuals facing barriers to learning, including poverty?How well does our school ensure that the curriculum is designed to develop and promote equality and diversity, eliminate discrimination? |