

At Doubletrees School, we are committed to creating a safe, nurturing, and inclusive environment where the wellbeing of every student and staff member is valued and supported. We believe that wellbeing is foundational to learning, growth, and positive relationships.

Student Wellbeing

We recognise that our students have diverse needs, and supporting their emotional, social, and physical wellbeing is a shared responsibility. We are committed to providing a learning environment where students feel safe, respected, and empowered.

Our Approach Includes:

- > **Doing Things They Enjoy and Find Interesting**
We offer a wide range of activities that are engaging, stimulating, and tailored to individual interests. Learning is personalised, and enrichment activities are built around each child's strengths and preferences.
- > **Having Adults Who Care for and Look After Them**
Every student is supported by caring, attentive adults who build trusting, consistent relationships. Staff are trained in trauma-informed and attachment-aware practices, including the Thrive Approach, to ensure that every child feels secure and valued.
- > **Having a Voice – Being Heard and Given the Means to Communicate**
We are committed to communication in all forms. Students are supported with the tools, technology, and approaches they need to express themselves in the way that works for them. We listen actively and make sure their views shape our decisions.
- > **Having Favourite Things That Make Them Feel Safe**
We understand the importance of comfort items, routines, and familiar experiences. Students are encouraged to have access to their favourite things and spaces that help them feel safe and regulated throughout the school day.

Staff Wellbeing

The wellbeing of our staff is essential to the success of our school and the support we offer to students. We foster a positive, respectful working culture where staff feel valued, informed, and supported.

Wellbeing Support for Staff Includes:

- > **Access to Thrive App and Simply Health**
Staff have access to digital and in-person wellbeing tools, including mental health support, physical health services, and wellbeing planning via the Thrive app and Simply Health.
- > **Extra Special Rewards**
Staff are enrolled in the "Extra Special Rewards" programme, which provides access to discounts, financial wellbeing tools, and lifestyle benefits to support their everyday lives.
- > **Wellbeing Tickets for Each Staff Member**
Every staff member receives wellbeing tickets, which can be used throughout the year to take time for self-care, reflect, or attend to personal wellbeing needs.
- > **Celebrating Achievements**
We believe in recognising the hard work and dedication of our team. Initiatives such as

“Employee of the Week” and other celebration events honour individual and team accomplishments.

> **Staff Bulletin**

Our regular staff bulletin keeps everyone informed and connected. It shares key updates, celebrates successes, and promotes wellbeing resources and opportunities.

How We Promote a Culture of Wellbeing in Our School

- > Taking time to acknowledge others with a friendly greeting
- > Being mindful and considerate of each other’s feelings and wellbeing
- > Celebrating successes and recognising the achievements of others
- > Expressing gratitude through simple gestures like saying thank you
- > Choosing kindness in our words and actions
- > Ensuring everyone feels welcomed, valued, and included as part of the team
- > Offering help and support to colleagues and peers when needed
- > Showing empathy, understanding, and compassion
- > Maintaining a positive attitude and encouraging positivity in others

Together, we can create an environment where everyone in our school community feels supported, safe, and able to thrive.