



SAINT NORBERT'S CATHOLIC VOLUNTARY ACADEMY

Mission Statement: To live, love and learn in the footprints of Jesus.

Statement of Mental Health and Pastoral Intent



Moral Purpose

At St Norbert's, we are passionate about making a difference to the lives of young people. We believe in teamwork: working with each other, with teachers and colleagues across the school, with the wider school community and most importantly with the young people in our school. We act with determination. Whatever issues our students, their families, the school, our team or the community face, we support, react and pull together. We are committed to making a difference; we are not passive players in young people's lives but active participants who can and do make a real difference. This moral purpose is a reflection of our curriculum intent and Catholic virtues to live by, in particular: 'Respect', 'Hope', 'Honesty' and 'Resilience'.

What Inclusion and Effective Mental Health Interventions Means To Us

- The child stays at the centre of every conversation.
- We prioritise those who need our help most, but we intervene with all.
- When young people are here, we can support and educate them – attendance matters.
- Young people learn best when there are clear rules and simple consequences.
- Staff fulfil their roles best when procedures are clear and responsibilities are understood.
- We use evidence-based practice and quality research wherever possible.

Our Wellbeing Charter

- We recognise that wellbeing is a shared responsibility across our organisation and that individuals too carry responsibility for their own self-care, personal decision-making (though this can only ever make the best of the broader context) and the wellbeing of others.
- We will give the same consideration and support to mental health as physical health.
- We will read, understand and implement school policy, particularly in relation to safeguarding.
- We agree that it is reasonable for staff to respond to queries/emails during usual working hours or during 'unsociable' hours if this suits them personally.
- We agree that all staff will proactively seek to reduce *unnecessary* workload.
- We will measure the wellbeing of stakeholders and act accordingly in response.
- We acknowledge that wellbeing is holistic and that there are factors outside of our workplace that are beyond the scope of this charter.
- We will play an active role in influencing our culture and living out our mission statement.
- We recognise the inter-connected nature of every role in school, valuing each stakeholder for their contribution to our mission in Catholic education.