# GETTING STARTED WITH YOUR RESILIENCE TEAM

# Aims of the Kent School Toolkit for Resilience and Emotional Wellbeing:

* To provide a whole school approach with useful tools for schools to use to assess, plan and review their journey; building a culture based on promoting resilience and emotional wellbeing.
* To be a flexible approach, which is intended to support an on-going cycle of self-appraisal, bringing important and tangible benefits.
* To involve all parts of the school, working together and being committed, ensuring partnership working between governors, senior leaders, teachers and all school staff, as well as parents, carers and the wider community.

**Who should be in your resilience team?**

You will need to consider who would be best placed within your school to support the development of systemic change. Your resilience team needs to have members that can affect every-day change and carry out the actions identified. They need to represent different roles and knowledge in the school. Representation from the following roles are recommended:

* Member of the Senior Leadership Team
* Lead Governor for wellbeing
* Class teachers
* Pastoral responsibility
* Teaching Assistants
* PSHE department

Remember it is crucial to have senior leadership and governors on board, their backing is essential to affect change. You will also want to consider how students, parents and the wider community can get involved. Also consider staff in roles that may not fit into the roles listed above, but who you know have a keen interest in promoting resilience and wellbeing. These staff members will likely have some great ideas and want to be involved.

**How long will it take to complete the Kent School Toolkit for Resilience and Emotional Wellbeing?**

Each school will be different on how long the toolkitwill take to complete so this is only a guide:

* “Assess” stage may take approximately 1-2 hours for completion of the “Assess” activity, followed by the first part of the resilience and wellbeing record.
* “Planning” stage may take between 3-6 months, as it is recommended to give yourselves time to complete actions.
* “Impact, Outcome & Review” stage may take approximately 3 months after your actions are complete. Then review annually.

Your school’s resilience and emotional wellbeing lead visits [Kent Resilience Hub](https://kentresiliencehub.org.uk/schools-and-communities/become-a-resilient-setting/school-resilience-toolkit/) and registers for the Kent School Toolkit for resilience and emotional wellbeing.

**Next steps...**

Your resilience team meet for the first time and read through the Kent School Toolkit for resilience and emotional wellbeing guidance document, to become familiar with the process.

The resilience team have regular meetings to discuss progress and review actions, embedding a sustainable, resilient culture throughout the school community using the resilience and emotional wellbeing record and working through the toolkit stages.

Your resilience team then meet to complete the ‘Assess’ Stage 1 activity and add findings to their resilience and emotional wellbeing record.

The resilience and emotional wellbeing lead will share the completed resilience and emotional wellbeing record with the school leadership team, so that timescales for implementation of actions can be agreed and included in your School Improvement Plan.