



Mental Health and Well-being Policy

March 2019

Ratified by Governors	March 2019
Signed – Headteacher	
Signed – Governor	
Next Review Date	March 2022

Rationale

Our ethos is strongly supported by our core Christian values of kindness, honesty and respect. We encourage all members of the school community to demonstrate their love and care for each other through respect, understanding and support.

We recognise that everyone experiences life challenges that can make us vulnerable at times and anyone might need additional emotional support. We take the view that trying to ensure positive mental health is the responsibility of everybody and we all have a role to play.

School Aims

Our aims support the good mental health and well-being of all through the following actions:

Aims	Examples of Actions
Create a safe, enjoyable and nurturing learning environment	Site is kept safe, clean and tidy Health and Safety deemed 'good' at annual audits Interesting displays in classrooms and around school
Provide outstanding pastoral care for everyone	We recognise that each person is an individual and we should pay attention to individual needs Staff model respect and care for others Additional support for vulnerable pupils House systems support children to work together Governors and the Headteacher pay close attention to staff well-being and morale
Value, encourage and equip every member of the school team in their respective roles	Flexible working arrangements Clear job descriptions Development opportunities Appraisal systems
Create a culture of high expectations through all areas of school life	Good procedures for tracking progress of all children High expectations for manners, behaviour and respect for others Strong communication with families
Create a motivating learning environment through inspirational teaching	Lessons are excellent Children are observed as consistently engaged in their learning Adults support children well, and encourage them try their best at work and play
Support all children to engage fully in their own learning and promote a love of learning	Growth Mindset fully embedded Broad and balanced curriculum
Encourage each child to develop self-confidence and practice care and respect for others	Explore and celebrate our values Children treated as individuals, encouraged to pursue own interests
Welcome difference and celebrate all that we can learn from each other	Celebration of individuals 'Accept and Respect' used as key wording Anti-Bullying Week activities embedded annually

Curriculum

The skills, knowledge and understanding for pupils to keep themselves mentally healthy and safe are included as part of our PSHE curriculum. We ensure we teach mental health and emotional well-being issues in a safe and sensitive manner and make them meaningful in all we do.

Parents

Parents are always welcome to raise any questions or concerns about their child's mental health and/or wellbeing with the class teacher. We liaise closely with parents, including informing them about nurture support that could be put in place. The school website has information regarding support for mental health and well-being with the bi-weekly school newsletter including links to relevant updates.

Identifying Needs

School staff are trained to be sensitive to children's needs. They are aware of warning signs which may indicate a child is experiencing mental health or wellbeing issues. These signs are taken seriously and communicated with parents and the Headteacher and/or SENDCo.

Each child is different, but possible warning signs include:

- Changes in behaviour (for example, eating habits)
- Becoming socially withdrawn
- Changes in activity and mood
- Expressing feelings of failure, uselessness or loss of hope
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absence

Working with Agencies

We access support as required or appropriate from a range of outside agencies, including:

- PCAMHs
- CAMHs
- School Nurse Team
- Educational Psychologist
- Locality and Community Support Service
- Paediatricians
- GPs

Staff

We are committed to supporting the welfare of our staff. We recognise our legal and moral duty of care to them and acknowledge the importance of identifying and supporting issues around mental health and wellbeing. Actions include: ensuring good communication, restricting the number and times of regular meetings, providing cover for meetings such as pupil progress and SEN reviews to limit after school hours work, etc.

Link to Other Policies

- Child Protection and Safeguarding
- Anti-bullying
- Behaviour
- SMSC
- PSHE
- Equalities