

Written: January 2018 Reviewed: November 2020 Approved by Governors: 16.11.2020
Review: November 2023

Bradleys Both Community Primary School

Mental Health and Emotional Wellbeing Policy

The Staff and Governors of Bradleys Both Community Primary School consider the emotional health and wellbeing of all children and staff as being extremely important in our modern-day world.

Our school values and aims provide a caring and supportive ethos for all members of our school community, where each individual and contribution is valued.

We know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support. We take the view that positive mental health is everybody's responsibility and that we all have a role to play within our whole school family.

Aims

At Bradleys Both we will:

- support children and adults to understand and talk about their emotions and feelings
- encourage children and adults to feel comfortable and able in sharing any concerns or worries they may have
- help children and adults to develop emotional resilience and to manage challenging situations that arise
- help children and adults to form and maintain appropriate relationships with others.
- promote confidence and self-esteem
- teach children and adults that their views and thoughts are important and valued

Our school promotes a mentally healthy environment through:

- Promoting our school values and aims
- Encouraging a sense of belonging to our whole school family.
- Promoting pupil voice and opportunities to participate in decision-making
- Celebrating and valuing academic and non-academic achievements
- Providing opportunities to develop a sense of worth through taking responsibility for themselves and others
- Providing opportunities to reflect and learn from experiences.
- Access to appropriate support that meets their needs when appropriate

These aims will be achieved through:

- Our Whole School agreed approaches
- Following our Home School agreement
- A whole school family team approach to supporting each other
- Providing support for pupils going through recent difficulties e.g. bereavement
- Accessing specialised, targeted approaches aimed at pupils with more complex or long-term difficulties e.g. attachment disorder

Links to other areas of school:

This policy should be read in conjunction with the school's Child Protection Policy and SEND policy in cases where pupils mental health needs are supported in addition to other needs. This policy should also be read in conjunction with our school's Positive Behaviour Policy, Anti-bullying, and PSHCE policies.

Support and Provision:

Bradleys Both School will provide support for individual children or groups of children which may include:

- Whole class discussions / teaching time
- Circle time approaches or 'circle of friends' activities.
- Use of SEAL resources to support curriculum teaching.
- PSHCE lessons
- Assembly focus
- Class reflection time
- Strategies for promoting communication in raising issues, asking questions and sharing feelings; Class question box
- Approaches to managing children's worries e.g 'A Huge Bag of Worries' text by V Ironside, 'Worry Boxes' and 'Worry Monsters'
- Managing emotions resources such as 'the 10 point scale'
- Group intervention
- TA support groups.
- Therapeutic activities including drawing, painting, lego, listening to music and relaxation and mindfulness techniques.
- Signposting and promoting before or after school clubs including; Lego Club, Yoga Club and Relaxation and Mindfulness Club

Our school will make use of resources to assess and track wellbeing as appropriate including:

- Informal pupil interviews / reviews
- Strengths and Difficulties questionnaire
- Formal assessment audits as guided by support agencies

Responsibility:

All members of staff have a responsibility to promote the mental health of our children and staff. In addition, the following staff take a lead in monitoring, promoting and planning provision:

- Mrs Alison Hitchen - Designated Safeguarding Lead / SEND Leader & Pupil Premium Leader
- Mr Barry Rogers - Deputy Designated Safeguarding Lead / Headteacher / Curriculum Leader
- Debbie Sargeant - EYFS and KS1 Leader
- Julie Midgley - Pastoral Teaching Assistant
- Liz Wolstenholme - qualified teacher with counselling qualification - intervention support
- Class teachers - support for children within own class
- Teaching Assistants - intervention groups / individual support
- School Governors - review practise, policy and monitor staff impact

Identifying children's needs and warning signs

Children are discussed by school staff at regular intervals in staff meetings and during assessment tracking. Any concerns, changes of behaviour or queries about individuals are discussed as a teaching team and shared with senior leaders.

Staff wellbeing is promoted through regular opportunities to review workload and approaches to working within our school.

Warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the Designated Child Protection and Safeguarding Lead as appropriate.

Possible warning signs include:

- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Working with Parents

We will ensure that staff, pupils and parents are aware of what support is available within our school and how to access further support.

Our school will:

- Raise Mental Health and Emotional Wellbeing as an important focus
- Highlight sources of information and support about mental health and emotional wellbeing
- Share and allow parents to access sources of further support
- Ensure that all parents are aware of who to talk to, and how to go about this, if they have concerns about their child.
- Make our emotional wellbeing and mental health policy easily accessible to parents
- Share ideas about how parents can support positive mental health in their children.
- Keep parents informed about the mental health topics their children are learning about in PSHCE and share ideas for extending and exploring this learning at home.

Working with outside agencies:

As part of our targeted provision the school will work with other agencies to support children's emotional health and wellbeing including:

- The NYCC Early Help Team to access:
 - The School Nursing Service
 - CAMHS (child and adolescent mental health service)
 - Counselling services
 - Family support workers
 - EMS
- SELFA
- Educational Psychology services
- Behaviour support
- Paediatricians
- Further therapists as guided by professionals

Staff Training and Support

School staff have completed Mental Health and Wellbeing Level 1 and Level 2 training 'Prevention and Promotion' provided by Compass Buzz.

A small number of staff have completed Mental Health and Wellbeing Level 3 training provided by Compass Buzz.

The Headteacher has completed Mental Health and Wellbeing training Level 4 provided by Compass Buzz.

All staff and Governors complete regular Child Protection and Safeguarding training to ensure our children's safety and wellbeing.

Whole staff training around staff wellbeing and stress management is carried out as part of staff CPD (provided by NYCC Educational Psychology team)

Staff wellbeing is reviewed during individual Performance Management review meetings annually.

All members of staff are supported via the Health Assured scheme while working for North Yorkshire County Council. The Health Assured confidential telephone number and details are displayed in the main school Office and Staff room.