

ETTINGTON C of E PRIMARY SCHOOL

Reviewed December 2023



Learning for Fullness of Life
Trust-Respect - Love

Mental Health & Wellbeing Policy

Introduction

Building on the theological concepts that God created the earth and everything in it, we provide opportunities to appreciate God's creation of the world and how EVERYONE was made in God's image (Imago Dei) and loved, valued, celebrated and represented. As a school, we aspire to live out God's plan for all to flourish. We believe in providing our children with varied opportunities to use and develop the gifts and talents they have been blessed with, to ensure they embrace "Life in its fullness" (John 10:10).

This policy was written in consultation with staff, pupils, parents, governors and professionals involved in mental health and wellbeing.

Policy Statement

At Ettington Church of England School, we are committed to supporting the mental and emotional health and wellbeing of our whole school community which includes pupils, parents and staff.

At our school 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 business and that we all have a role to play.

At our school we:

- help children to understand their emotions and feelings better
- help children feel comfortable sharing any concerns or worries
- help children socially to form and maintain relationships
- promote self-esteem and ensure children know that they are important
- encourage children to be confident and unique
- help children to develop emotional resilience and to manage setbacks
- help children to 'Be the best you can be'

We promote a mentally healthy environment through:

- Promoting our Christian values and encouraging a sense of belonging
- Promoting pupil voice and opportunities to participate in decision-making
- Celebrating academic and non-academic achievements
- Providing opportunities to develop a sense of worth through taking responsibility for themselves and others
- Providing opportunities to reflect
- Access to appropriate support that meets their needs

We pursue our aims through:

- Universal, whole school approaches
- Support for pupils going through recent difficulties including bereavement
- Targeted approaches and specialist referrals aimed at pupils with more complex or long-term difficulties including attachment disorder
- Being an Attachment Aware and Trauma Informed school

Aims

At Ettington Church of England Primary School we are committed to supporting the mental health and wellbeing of pupils, parents, carers, staff and other stakeholders.

This policy focuses on the mental health and wellbeing of all at Ettington Primary School. It aims to:

Set out our school's approach to promoting positive mental health and wellbeing for all pupils across our school

Provide guidance to staff on their role in supporting pupils' mental health and wellbeing, including how they can foster and maintain an inclusive culture in which pupils feel able to talk about and reflect on their experiences of mental health

Support staff to identify and respond to early warning signs of mental health issues

Inform pupils and their parents/carers about the support they can expect from our school in respect of pupils' mental health and wellbeing, and provide them with access to resources.

This policy should be read in conjunction with our medical policy and our SEND policy in cases where pupils mental health needs overlap with these. This policy should also be read in conjunction with policies for Positive Behaviour, Anti-bullying and PSHE policies. It should also sit alongside safeguarding procedures.

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:

Mrs Michelle Crowe – Head Teacher / Designated Safeguarding Lead / Designated Teacher for Looked After Children

Mrs Rachel Smith – Designated Senior Lead for Mental Health / Mental Health First Aider (children)

Mrs Sherrel Brown – Deputy Head Teacher / Designated Safeguarding Lead and SENDCO / Mental Health First Aider (children)

Mrs Dani Marcroft – NLP (neuro-linguistic programming) Lead

Miss Gemma Broom- Mental Health First Aider (children)

Rev Nicki Chatterton – Mental Health First Aider (Staff)

Mrs Sarah Maile – Designated Safeguarding Lead

Mrs Rachel Tompkins – Mental Health Lead Governor

Teaching about Mental Health

We will ensure that the skills, knowledge and understanding needed by our students to keep themselves mentally healthy and safe are included as part of our PSHE, Protective Behaviours and Literacy curriculums.

Targeted support

The school will offer support through targeted approaches for individual pupils or groups of pupils which may include:

- Nurture approaches or activities.
- Targeted use of ELSA resources.
- Managing feelings resources e.g. 'worry boxes'
- Managing emotions resources
- Mental health and wellbeing groups
- Therapeutic activities including therapy, art, lego therapy, relaxation and mindfulness techniques.

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

- Strengths and Difficulties questionnaire
- The Boxall Profile
- Emotional literacy scales

Signposting

Ettington Primary School is a Trailblazer school. We work closely with the RISE Mental Health Team and produce an annual action plan in conjunction with our allocated mental health lead practitioner. As a school, we buy into Warwickshire County Councils well-being support, *Vita health group Wellbeing Hub*, where staff can access 24/7 support (www.myEAP.com) accordingly. We will ensure that staff, pupils and parents are aware of what support is available within our school and how to access further support.

Identifying needs and Warning Signs

All staff will communicate mental health and wellbeing concerns for their pupils with the Designated Senior Lead for Mental Health, SENDCO and parents. Below are a range of indicators that may be helpful to identify possible difficulties and needs:

- Attendance
- Punctuality
- Relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstances
- Recent bereavement
- Health indicators

School staff may also become aware of warning signs which indicate a student is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the designated senior lead, SENDCO or designated 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

In order to support parents, we will:

- Highlight sources of information and support about mental health and emotional wellbeing on our school website
- Share and allow parents to access sources of further support e.g. through parent forums, parent workshops
- Ensure that all parents are aware of who to talk to, and how to get 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 and for extending and exploring this learning at home

Working with other agencies and partners

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

- The school nurse
- RISE – Mental Health in Schools Team
- Educational psychology services
- Paediatricians
- CAMHS (child and adolescent mental health service)
- Social workers
- Family support workers

Staff Wellbeing

Good staff wellbeing is essential for cultivating a mentally healthy school, for retaining and motivating staff and for promoting pupil wellbeing and attainment.

Ettington C of E Primary School

- We will promote a healthy workplace and practices that ensure that members of staff are able to develop a healthy mind.
- We will ensure that staff are aware of what support is available within our school and how to access further support.
- We will review our Mental Health and wellbeing charter with staff annually
- Staff are encouraged to seek advice from our Designated Senior Lead for Mental Health.

Training

As a minimum, all staff will receive training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep students safe.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations.

A minimum of 1 member of staff will be trained mental health first aiders.