



St Paul's Cray
CE Primary School

Act Justly, Love Mercy, Walk Humbly

Amadeus

Primary Academies Trust



Limitless Learning Together

Mental Health and Wellbeing Policy

Approved by:	Liz Bennett	Date: 17 th January 2023
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Reviewed on:	December 2021
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Next review due by:	January 2024
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Mental Health and Wellbeing Policy

What is mental health?

It is our ability to respond to challenges.

If we have good mental health we are able to cope with life within our family and our community and we can make the most of our potential.

We understand that this is affected by many risk factors such as socio-economic pressures, sexual violence, rapid social change, stressful work conditions, an unhealthy lifestyle and physical ill health.

Our aim

At St Paul's Cray We place a huge emphasis on positive mental health and wellbeing and support our whole community (pupils, staff and parents) with this.

We recognise that our school can provide the ideal environment for promoting good emotional wellbeing and identifying early behaviour changes and signs of mental distress.

YoungMinds states, "Emotional wellbeing is a clear indicator of academic achievement, success and satisfaction later in life".

The Department for Education (DfE) recognises that: "in order to help their children succeed; schools have a role to play in supporting them to be resilient and mentally healthy".

Our school offers our children experiences within a nurturing and supportive environment where all adults involved have their best interests at heart.

Our aim is to help develop the protective factors which build resilience to mental health problems and to be a school where:

- All children are valued.
- Children have a sense of belonging and feel safe.
- Children feel able to talk openly with trusted adults about their problems without feeling any stigma.
- Positive mental health is promoted and valued.
- Bullying is not tolerated.

We want our children to be happy, confident and resilient members of our community.

In addition to children's wellbeing, we recognise the importance of promoting staff mental health and wellbeing. One of our school's biggest assets is our staff and we aim to create

a safe, caring and happy place to work. This will enhance individual wellbeing, personal fulfilment and professional identity. This in turn will benefit our pupils and our community.

The role of our Mental Health and Wellbeing Support Team

We have trained members of staff who work together to support a whole school approach to Mental Health and Wellbeing.

Within the team, we include our Head of School, a second member of the senior leadership team, our Family Worker, Our Senco and our PSHE leader because we recognise the potential effects that SEND, attendance and behaviour have on mental health and wellbeing. We also have a whole school approach that is driven and supported by this team.

We are proud of our family ethos and the fact that we know and engage with our pupils and families well.

We hold strongly to the principle that good mental health is essential in order for children to access learning. Including a member of our Senior Leadership Team as Mental Health Lead was key to ensure that emotional health and wellbeing is part of our school development plans and embedded in our school's ethos.

What works well at St Paul's Cray?

- We create happy, safe environments within our school following our positive behaviour policy. Our Wellbeing policy links closely with our behaviour and safeguarding policies. All three have the best interests of our children and families at the heart of them. We have dedicated people responsible for the overall safeguarding and wellbeing of our children, staff and parents.
- We promote the importance of healthy lifestyles including a healthy diet and exercise. We understand that we have a key role in promoting positive mental health in the same way that we promote physical health.
- Our PSHE curriculum promotes the importance of talking about our feelings and supports children with strategies to manage these and value the feelings of others.
- When we feel children need targeted/specialist support, we refer into external agencies such as CAMHS and our school counsellor.
- All our staff are offered CPD opportunities so that they are regularly updated with regards to mental health and wellbeing.
- We offer our parents regular support within school and will signpost them to various places and strategies that can help both themselves and their families.
- We have a dedicated family worker who supports vulnerable families and any who are struggling.

- We have 3 trained members of staff who can deliver the 10 week Family Links Nurture Programme to parents.
- We have 3 Mental Health first aiders.
- We have a Wellbeing action plan in place that is regularly reviewed. The action plan includes pupils, staff and parents.
- We have an open door policy and welcome opportunities to talk to each other. Talking is key to positive mental health. We encourage our children to talk about how they are feeling and follow a PSHE programme in all year groups.
- We are not here to judge anybody. We offer support, advice and sometimes just a listening ear and a shoulder to cry on.
- We are inclusive in every way possible.
- We use positive and respectful language and expect this back in return.
- We recognise the demands on our staff and aim to support them with a healthy work/life balance.
- We work as a team and value everybody's opinions and ideas.
- We have a clear Christian ethos with a vision based on Micah6:8 alongside 6 Christian values.
- We listen and we hear.

How do we know?

- Our children are happy and well behaved in school – many visitors comment on this.
- We make changes – we are a reflective school and we listen to and value the opinions of all our stakeholders.
- Parent and pupil voice are positive – our pupils are happy to come to school and enjoy the experiences we offer.
- Staff training is recorded and monitored.
- Pupils are making progress which is reviewed in PPR meetings.
- All incidents and actions are recorded on CPOMS which is monitored by the safeguarding team. The DSL is also a mental health first aider.
- Low sickness rate amongst staff for minor illness.
- Staff retention and attendance is good.
- Staff feel confident to talk to their line manager about any concerns and there is a clear pathway for staff to report worries.
- Posters around school support the wellbeing of pupils and staff.

Appendix A

Useful support which is shared with all stakeholders:

- The Anna Freud National centre for children and families:
<https://www.annafreud.org/>
- Place2Be – Improving children’s mental health:
<https://www.place2be.org.uk/>
<https://www.place2be.org.uk/our-services/parents-and-carers/supporting-your-child-s-mental-health/>
- Mindful teachers:
<http://www.mindfulteachers.org/>
- Mental Health Foundation:
<https://www.mentalhealth.org.uk/>

Link to managing mental health during and after COVID:
<https://www.mentalhealth.org.uk/coronavirus>
- Calm Zone – ways to feel calmer – activities and tools:
<https://www.childline.org.uk/toolbox/calm-zone/>
- Stormbreak – lovely ideas to develop wellbeing and resilience:
<https://www.stormbreak.org.uk/>
- Keep your Cool – quick and effective ways to help young children and teenagers to better manage their emotions:
<https://keepyourcooltoolbox.com/>
- YoungMinds – mental health support for all:
<https://youngminds.org.uk/>
- Hub of Hope – finding local support:
<https://hubofhope.co.uk/>
- Barnardo’s – See, Hear, Respond – rapid support for children and young people affected by the COVID-19 crisis
<https://www.barnardos.org.uk/see-hear-respond>
- Winston’s Wish – supporting children who have faced a family bereavement:
<https://www.winstonswish.org/>
- MindEd for Families – for parents and carers to support children dealing with mental health issues:
<https://mindedforfamilies.org.uk/>

- Childline:
<https://www.childline.org.uk/>

Helplines

SHOUT - text 'Shout' to 85258 for 24/7 crisis text support

Childline - under 19s can call 0800 1111 for free, confidential support

Education Support - school staff can call 08000 562 561 or text 07909 341229 for 24/7 help and advice