



Killinghall CE Primary School

Mental Health and Emotional Wellbeing Policy

The Staff and Governors of Killinghall CE 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 are to 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 business and that we all have a role to play within our whole school family.

Aims

At Killinghall CE Primary 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 all achievements, both academic and non-academic
- ✓ Providing opportunities to develop a sense of worth through taking responsibility for themselves and others
- ✓ Providing opportunities to reflect and learn from experiences.
- ✓ Accessing appropriate support that meets every individual need when appropriate
- ✓ Making links with external agencies

These aims will be achieved through:

Our Whole School agreed approaches

- ✓ A whole school 'family team' approach to supporting each other
- ✓ A mental health and wellbeing group of adults including a named governor
- ✓ A mental health and wellbeing group – Rainbow pupils
- ✓ Providing support for pupils going through recent difficulties e.g. bereavement, parental split
- ✓ Support for staff using recognised principles
- ✓ Accessing specialised, targeted approaches aimed at pupils with more complex or long-term difficulties e.g. attachment disorder
- ✓ Participation in the 'Anna Freud Schools in Mind Network
- ✓ Completion of the Carnegie Centre for Excellence Award for Mental Health in Schools

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.

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 Sarah Bassitt – Headteacher, Designated Child Protection and Safeguarding Lead, Mental Health DSL
- ✓ Mrs Marion McCormick – Lead Governor for Mental Health & Well-being
- ✓ Mrs Elouise Foster – Senior teacher, Deputy DSL, SEND Leader & Pupil Premium Leader
- ✓ Miss Charlotte Connor – EYFS leader
- ✓ Miss Sian Daniel – PHSCE lead
- ✓ Mrs Cherry Thompson – Pupil premium/nurture group support assistant
- ✓ Class teachers – support for children within own class
- ✓ Teaching Assistants – intervention groups / individual support

There is always a weekly 'wellbeing' item on staff meeting agenda.

Support and Provision:

We 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.
- ✓ PSHCE lessons
- ✓ Collective worship focus
- ✓ Class reflection time
- ✓ Strategies for promoting communication in raising issues, asking questions and sharing feelings.
- ✓ Approaches to managing children's worries e.g 'A Huge Bag of Worries' text by V Ironside, 'Worry Boxes' and 'Worry Monsters'
- ✓ A specific well-being resource area within the Key Stage 2 library
- ✓ Managing emotions resources such as 'the 10 point scale'
- ✓ Group intervention
- ✓ TA support groups.
- ✓ Specific nurture groups.
- ✓ Therapeutic activities including drawing, painting, lego, listening to music and relaxation and mindfulness techniques.
- ✓ Signposting and promoting before or after school clubs.

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

Signposting

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 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 our school will:

- ✓ Raise Mental Health and Emotional Wellbeing as an important focus
- ✓ Invite 2 parents to be part of our Well Being committee
- ✓ 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 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.
- ✓ 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 Prevention Team to access:
 - ✓ The School Nursing Service
 - ✓ Early Help Service
 - ✓ Compass Buzz
 - ✓ CAMHS (child and adolescent mental health service)
 - ✓ Counselling services
 - ✓ Family support workers
 - ✓ EMS
- Educational Psychology services
- Behaviour support
- Paediatricians
- Further therapists as guided by professionals

Staff Training and Support:

- School staff will receive Mental Health and Wellbeing Level 1 training 'Prevention and Promotion' provided by Compass Buzz.
- Two staff have received Level 2 and 3 training through Compass Buzz
- Designated Lead for wellbeing and mental health has accessed a series of training sessions and support systems, these will be updated on a regular basis
- All staff and Governors complete regular Child Protection and Safeguarding training to ensure our children's safety and wellbeing.
- Lead Governor to access training through Place2Be
- Staff and Year 6 pupils received training via Barnados in support of LGBTQ understanding – Yr 6 teacher trains pupils in future years
- Whole staff discussion around staff wellbeing and stress management is carried out as part of staff CPD
- Staff wellbeing is reviewed during individual Performance Management review meetings annually and through staff questionnaires

- 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.

This policy is shared with staff, governors and parents.

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