



## **Wellbeing and Mental Health Policy**

*Excellence, Unity & No Excuses.*

This policy must be read in conjunction with:

- Mossbourne Federation Code of Conduct for Teaching and Support Staff
- Keeping Children Safe in Education 2022
- Attendance Policy
- Exclusion Policy
- Anti-bullying Policy

Mossbourne recognises the importance of wellbeing and mental health for children and the whole school community. We know that it is something we all have and that we will all experience periods when we may need additional support to maintain good mental health. We understand that to meet our full potential it is vital to place mental health and wellbeing at the centre of everything we do.

We aim to promote positive mental health for our whole school community; pupils, all school staff, parents and carers.

We do this through universal, whole school approaches and targeted interventions for more vulnerable pupils and families. We work closely with experts such as our WAMHS practitioner, our educational psychologist and our MHWS (Mental Health Worker in School).

### **Definitions:**

Mental health, defined by the **World Health Organization**, is "a state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community".

### **Department of Education and Department of Health:**

"In order to help their pupils, succeed, schools have a role to play in supporting them to be resilient and mentally healthy. There are a variety of things that schools can do, for all their pupils and for those with particular problems, to offer that support in an effective way". (2016)

### **The aims of the mental health and wellbeing policy:**

To provide guidelines to ensure that learning takes place in a safe and stable environment so that each pupil reaches their full academic and personal potential.

Raise awareness and reduce stigma of mental health and wellbeing.

Title: Wellbeing and Mental Health Policy  
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To support early identification of mental health and wellbeing concerns.

To provide clear guidelines on how to support and respond to when we are concerned about our own or someone else's mental health.

All school staff have a responsibility to promote positive mental health but the SENCO, PHSE lead, and Safeguarding leads have specific responsibilities:

### **How to spot early signs of distress**

It is all our responsibilities to look out for early signs of a problem with mental health. Some of the signs may be:

- becoming socially withdrawn and avoiding spending times with friends or family
- feeling nervous or 'on edge' a lot of the time
- suffering panic attacks
- feeling tearful, upset or angry
- trouble sleeping and changes in eating habits.
- persistent low-mood or lack of motivation
- not enjoying things, they used to like doing
- experiencing low self-esteem or feeling like they are 'worthless'
- Changes of behaviour in the classroom

### **How do we support pupil wellbeing?**

- Our school ethos and PRIDE values are guiding principles to help children develop into confident, independent, resilient learners. We strongly believe that clear, predictable routines and structures provide children with an environment where they can feel safe and secure. We focus on the 5 ways to wellbeing: connect, give, keep learning, be active and take notice.
- Our PSHE curriculum is adapted based on the needs of pupils following reviews of behaviour and student surveys. The curriculum enables children to stay healthy, safe and prepares them for life and work in modern Britain.
- We use the zones of regulation to support and encourage children to talk about their emotions, listening and validating their feelings, supporting them to be reflective and resilient. All will encourage children to develop their own strategies to manage their mental health, build self-esteem and resilience.
- WAMHs project, our CAMHs worker and MHWS provide pupil workshops, group work and 1-2-1 support sessions.
- Our assembly programme focuses on our PRIDE values as well as other areas important to wellbeing such as internet safety, anti-bullying, democracy etc
- Our playground helpers support children in the playground and give us an opportunity to hear pupil voice on mental health and wellbeing issues.
- Targeted interventions through educational psychologist, SaLT, referrals to CAHM's, referral to Young Hackney or other appropriate services.

### **How do we support school staff wellbeing?**

- Staff wellbeing and workload is considered in all decisions and SLT regularly check-in with staff about their wellbeing.
- Staff have access to regular one to one consultation with WAMHS practitioner and can access A-space counselling.
- Celebrations both as recognition of achievements and demonstration of the PRIDE values.
- Team building events throughout the year
- Termly survey to staff

#### **How do we support parents and carers / wider school community wellbeing?**

- Parents can go to the Pastoral Lead, phase leader or class teacher if they have concerns around the emotional wellbeing of their child.
- Parents access to the emotional wellbeing and mental health policy.
- There are regular parent workshops advising parents on how they can support the mental health and wellbeing of their child.
- WAMHS project worker holds parent workshops and family support groups
- There is a section on the school newsletter about wellbeing.
- Parents are kept informed of topics covering mental health and wellbeing in PHSE.
- Staff all have a duty to listen to concerns around mental health and wellbeing for their child or themselves (that will then impact on the child).
- The Pastoral Lead, Designated Safeguarding Leads and SENDCo can make referrals to appropriate external agencies.