



Mental Health and Wellbeing Policy

Review Frequency	Annual
Most Recent Review	Autumn 2021
Next Review Due	Autumn 2022
Head Teacher	Ms. Leah Wright
Governor	

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

Policy statement

At John Perryn Primary School, we are committed to supporting the emotional health and wellbeing of our pupils and staff.

We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.

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 school we:

- Help children to understand their emotions and feeling 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 count
- Encourage children to be confident and 'dare to be different'
- Help children to develop emotional resilience and to manage setbacks

We promote a mentally healthy environment through:

- Promoting our school 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
- Specialised, targeted approaches aimed at pupils with more complex or long term difficulties including attachment disorder

Scope

This policy should be read in conjunction with our SEND Policy in cases where pupils' mental health needs overlap. This policy should also be read in conjunction with policies for behaviour. It should also sit alongside child protection procedures.

Members of Staff

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

Catherine Amaioua – SENCo/ Designated Safeguarding Lead
Leah Wright – Headteacher/ Designated Safeguarding Team
Catherine Mulvany – Deputy Head/ Deputy Designated Safeguarding Lead
Anna Lebiszczak – Assistant Head/ Designated Safeguarding Team
Laura Flynn – PSHE Lead

Teaching about Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves mentally healthy and safe are included as part of our developmental PSHE curriculum.

The specific content of lessons will be determined by the specific needs of the cohort we're teaching but we will also use the PSHE Association Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

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

- Circle time approaches
- Managing feeling resources e.g 'colour monster' and 'worry monster'
- Managing emotion resources such as 'the cool down box'
- Therapy work with Ealing Schools Counselling Partnership
- Therapeutic activities including art, Lego and relaxation and mindfulness.

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

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. Posters for ESCP are distributed around school and slips are on display for children to fill out and put in the post-box. For staff mental health and wellbeing, resources are given out with the weekly briefing notes and ESCP run weekly drop-in sessions for all staff members.

Identifying Needs and Warning Signs

All staff are responsible for monitoring children's behaviour and attitude to identify a range of possible difficulties including:

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

School staff might 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 child protection and safeguarding officer.

Possible warning signs:

- Change in eating/ sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking about self-harm or suicide
- Expressing feeling 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 mental health and emotional wellbeing on our school website
- Share and allow parents to access sources of further support e.g. through parent forums
- 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
- Keeping parents informed about the mental health topics their children are learning about in PSHE and share ideas for extending and exploring this learning at home

Working with other agencies and partners

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

- Ealing School Counselling Service
- Family support workers
- Supportive Action for Families in Ealing (SAFE)
- Ealing Health Improvement Team
- Other Ealing Local Authority services
- Educational Psychologist
- Speech and Language Therapist

Training

As a minimum, all staff will receive training in recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep students safe. All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues.

The MindEd learning portal provides free online training suitable for staff wishing to know more about a specific issue.

Training opportunities for staff who require more in depth knowledge will be considered part of our performance appraisal process and additional CPD will be provided throughout the year, where it becomes appropriate due to developing situations with one or more pupils.