



## SHEERHATCH PRIMARY SCHOOL

### WELLBEING POLICY

#### Policy Statement

*Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.*  
(World Health Organization)

Sheerhatch Primary recognises that all pupils need the foundation of positive mental health to benefit fully from all of the opportunities available to them.

Everyone experiences life challenges that can make us vulnerable. At times, anyone may need additional support to maintain or develop good mental health.

- 1 in 10 children and young people aged 1 – 15 years have a clinically recognisable mental disorder in any one year.
- 1 in 4 adults will experience mental health difficulties; at least half of these difficulties can be traced back to childhood.
- The mental health of children and young people, adults in schools, parents and carers and the wider whole school community will impact on all areas of development, learning, achievement and experiences.
- All children and young people have the right to be educated in an environment that supports and promotes positive mental health for everybody.
- All adults have the right to work in an environment that supports and promotes positive mental health for everybody.

Sheerhatch Primary recognises these needs and rights. It is committed to raising awareness, increasing understanding and ensuring that all schools can and do make a difference by providing a place where all pupils and young people feel safe, secure and able to achieve and experience success and well-being.

All schools should offer a learning environment that promotes and enhances positive mental health. A consistent approach means that the school environment and school ethos all promote the mental health of the whole school community.

Healthy relationships underpin positive mental health and have a significant impact.

### **A mentally healthy environment has:**

- A clear and agreed ethos and culture that accords value and respect to all.
- A commitment to being responsive to pupils and young people's needs.
- Clearly defined mental health links in school policies.
- Clear guidelines for internal and external referrals.
- Strong links with external agencies to provide access to support and information.
- A named Lead for mental health promotion with the expectation that there is support and involvement and an ethos that 'mental health is everyone's business'.

Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the Mental Health Leads or Head teacher in the first instance. If there is a fear that the pupil is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the designated Safeguarding Lead (Head teacher). If the pupil presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting the first aid staff and contacting the emergency services if necessary. Where a referral to CAMHS is appropriate, this will be led and managed by the Head teacher or designated Leads.

### **A mentally healthy environment is a place where pupils:**

- Have opportunities to participate in activities that encourage belonging.
- Have opportunities to participate in decision making.
- Have opportunities to celebrate academic and non-academic achievements.
- Have their unique talents and abilities identified and developed.
- Have opportunities to develop a sense of worth through taking responsibility for themselves and others.
- Have opportunities to reflect.
- Have access to appropriate support that meets their needs.
- Have a right to be in an environment that is safe, clean, attractive and well cared for.
- Are surrounded by adults who model positive and appropriate behaviours, interactions and ways of relating at all times.

### **Teaching about Mental Health**

- The skills, knowledge and understanding needed by our pupils to keep themselves and others physically and 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 being taught but there will always be an emphasis on enabling pupils to develop the skills, knowledge, understanding, language and confidence to seek help, as needed, for themselves or others.
- Sheerhatch follows the PSHE Association Guidance to ensure that mental health and emotional wellbeing issues are taught in a safe and sensitive manner which helps rather than harms. At Sheerhatch Primary, our PSHE scheme is Jigsaw. 'Mental Health and Wellbeing' are discussed through assemblies and other class discussions. **5 ways to wellbeing** have been introduced by the 'MIND' charity and these are displayed as visual reminders.
- All classes have a worry box so pupils can share a worry confidentially.
- Nurture group sessions are led by a TA for those pupils with wellbeing concerns. These interventions are reviewed each half-term.
- 'Mental Health awareness' week takes place annually where the pupils discuss and participate in class activities/assemblies.

## **Staff training**

Sheerhatch wants all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote positive mental health and wellbeing, identify mental health needs early in pupils and know what to do and where to get help. All staff have regular 'child protection/safeguarding' training which recaps on signs and symptoms to look for.

Our Mental Health Lead has completed the 'leading a mentally health school' 2 day training alongside another member of staff.

## **Warning Signs**

School staff may become aware of warning signs which indicate a pupil 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 Mental Health Lead or a member of the Senior Lead Team. Possible warning signs include:

- Physical signs of harm that are repeated or appear non-accidental.
- Changes in eating/sleeping habits.
- Increased isolation from friends or family, becoming socially withdrawn.
- Changes in activity and mood.
- Lowering of academic achievement.
- Talking or joking about self-harm or suicide.
- Expressing feelings of failure, uselessness or loss of hope.
- Changes in clothing – e.g. long sleeves in warm weather.
- Secretive behaviour.
- Skipping PE or getting changed secretly.
- Lateness to or absence from school.
- Repeated physical pain or nausea with no evident cause.

## **A mentally healthy environment is a place where staff:**

- Have their individual needs recognised and responded to in a holistic way.
- Have access to support (both staff rooms have a poster with the Free Education partnership counselling service).
- Have recognition of their work-life balance.
- Have the mental health and well-being of the staff reviewed regularly.
- Feel valued and have opportunities to contribute to decision making processes.
- Celebrate and recognise success.
- Are able to carry out roles and responsibilities effectively.
- Are provided with opportunities for CPD both personally and professionally.
- Have their unique talents and skills recognised and opportunities are provided for development.
- Have time to reflect.
- Can access proactive strategies and systems to support them at times of emotional needs in both the short term and the long term.

Sheerhatch will seek time to find planned opportunities to support the work-life balance of all staff.

**A mentally healthy environment is a place where parents/carers:**

- Are recognised for their significant contribution to pupils and young people’s mental health.
- Are welcomed, included and work in partnership with schools and agencies.

**Review**

This Policy will be reviewed on an annual basis. The Policy was approved by the Governing Body at its meeting on: **11<sup>th</sup> October 2022**

Signed by Head Teacher .....

Signed by Chair of Governors .....