



North Beckton's Mental Health and Wellbeing Policy

February 2021

**We All Belong: With resilience and respect,
we are all determined to succeed.**

Approved by:

Date:

Last reviewed on: Feb 2021

Next review due by: Feb 2022

SLT Lead: Vinisha Kurup



Mental Health and Wellbeing Policy

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Policy Statement

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

We have a supportive and caring ethos 'We All Belong' 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 our school we:

- Help children and staff to understand their emotions and feelings better
- Help children and staff feel comfortable sharing any concerns or worries
- Help children and staff socially to form and maintain positive relationships
- Promote self-esteem and ensure children and staff know that they count
- Encourage children and staff to be confident and be proud to be different and unique
- Help children and staff 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 everyone to have a 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 for everyone to reflect

We pursue our aims through:

- Universal, whole school approaches
- Support for pupils and staff going through recent difficulties including bereavement
- Specialised, targeted approaches aimed at pupils with more complex or long term difficulties

Policy Scope

This document describes North Beckton Primary School's approach to promoting positive mental health and wellbeing and is intended as guidance for all staff and stakeholders.

This policy should be read in conjunction with our Safeguarding, Anti-Bullying and Positive Relationships policies.

Policy Aims

- To promote mental health in all staff, pupils and parents
- To increase understanding and awareness of mental health issues so as to facilitate early intervention of mental health issues
- To alert stakeholders to early warning signs of poor mental health
- To provide support to staff working with young people with mental health issues
- To provide support for pupils, parents and staff suffering with poor mental health

Lead Members of Staff

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

- Alison Helm – Head Teacher
- Michelle Ojo - Designated SafeGuarding Lead
- Linda Harris – Deputy SafeGuarding Lead
- Vinisha Kurup- Mental Health Lead
- Jackie Withnall- Lead Governor

Teaching about Mental Health

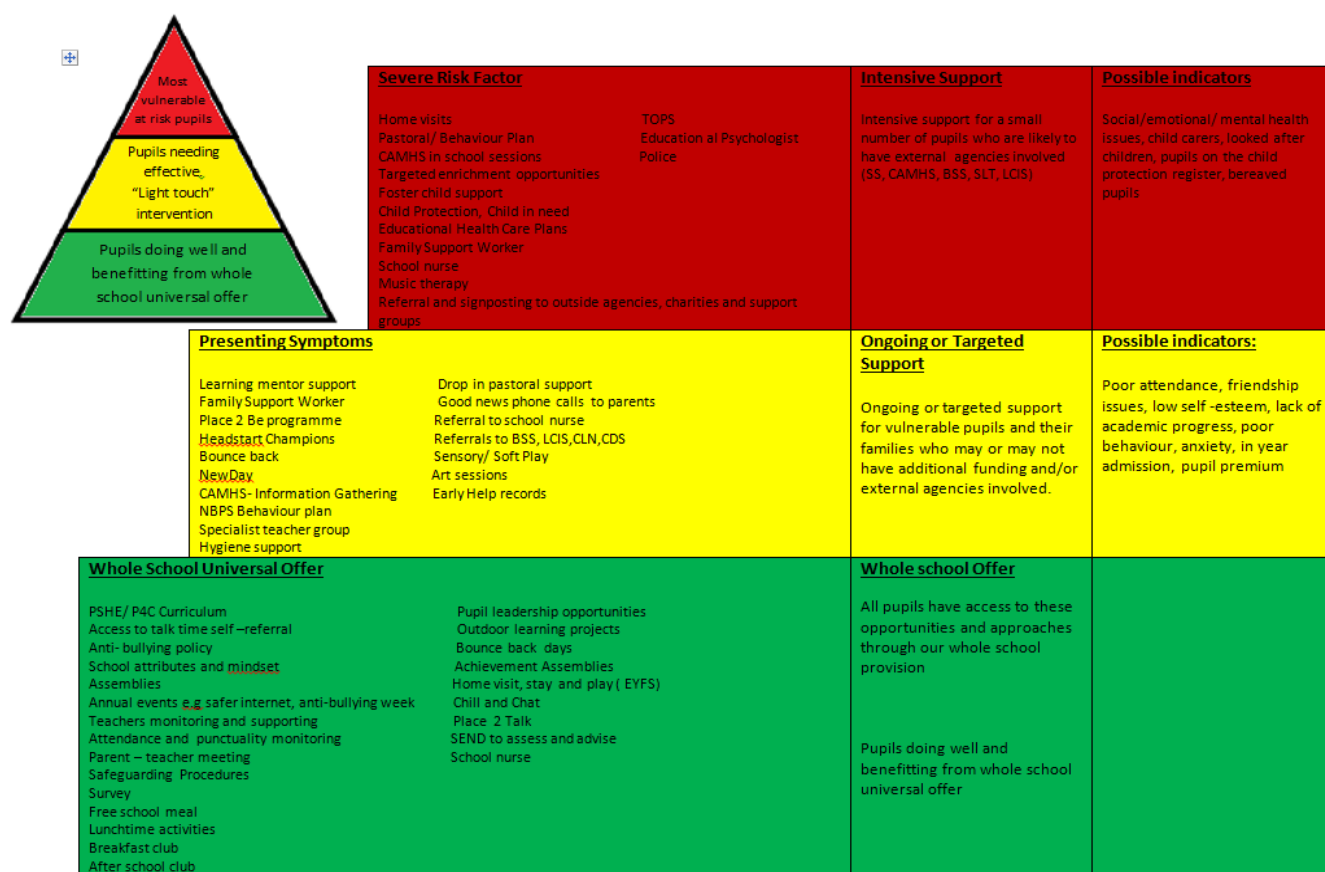
The skills, knowledge and understanding needed by our students to keep themselves mentally healthy and safe are included as part of our development PSHE curriculum 'A Time for Us.' The curriculum focuses on 6 strands which are; Positive Relationships, Keeping Safe, Respect, Mental Wellbeing, Media Literacy and Digital Resilience. Pupils across the school have 'A Time for Us' lessons once a week.

The specific content of lessons will be determined by the specific needs of the cohort we are 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.

Targeted Support

The school will offer support through targeted approaches for individual groups of pupils based on our continuum of mental health support through our personalised therapeutic pathways. This includes:

- Circle time approaches
- Managing feelings resources e.g. 'worry boxes' and 'feelings bears'
- Therapeutic interventions including art and music therapy
- Place2Be and Place2Talk provision



Identifying Needs and Warning Signs

All our staff will be trained in how to recognise warning signs of common mental health problems. This means that they will be able to offer help and support to pupils and staff who need it, when they need it.

These warning signs will always be taken seriously and staff who notice any of these signs will log their concerns on our online Safeguard software. During our half termly vulnerable children's meetings, concerns regarding emotional wellbeing are discussed and with particular focus on any emotional, behavioural and physical changes.

Managing Concerns

A pupil may choose to express concerns about themselves or a family member or friend to any member of staff so all staff need to know how to respond appropriately to these.

If a pupil chooses to express concerns about their own mental health or that of a family member or friend, the member of staff's response should always be calm, supportive and non-judgemental.

Staff should listen rather than advise and our first thoughts should be of the pupils emotional and physical safety rather than of exploring 'Why?'

All concerns should be recorded immediately using our online Safeguard software in order that appropriate follow-up action can be taken by the relevant member of staff.

If a member of staff thinks it is necessary to pass on concerns about a student, either to somebody inside the school or externally, if appropriate, then this will first be discussed with the student.

Working with Parents and Carers

We take a whole school approach towards the mental health of our pupils. This means working with parents and carers and with other agencies and partners, where necessary.

We aim to support parents and carers as much as possible by keeping them informed about their child and offering support at all times. To support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing that we have at our school
- Share and allow parents to access further support
- Ensure that parents are aware of who to talk to if they have concerns about their child
- Give parents guidance about how they can support their child's/children's positive mental health
- Ensure this policy is easily accessible for to parents
- Keep parents informed about the mental health training our school staff receive and how mental health is covered in our school curriculum

Working with External Agencies

As part of our whole school approach, we will also work with other agencies to support our students' emotional health and wellbeing. This might include liaising with:

- The school nursing service
- CAMHS
- Therapists
- Place2Be
- HeadStart
- Family support workers
- Newham Children's Social Care

Training

All staff will receive regular training in child mental health so that they can recognise and respond to mental health issues. This will form part of their regular safeguarding training and is a requirement to keep children safe. We will also ensure all leaders and members of the pastoral team are trained in Mental Health First Aid. Currently we have 16 members of staff who are Mental Health First Aiders.

We will consider additional training opportunities for staff and we will support additional CPD throughout the year where it becomes appropriate due to developing situations with pupils. Training for staff who require more in depth knowledge will be considered as part of our performance management process. Training records will be held in staff files

Support for Staff Wellbeing

Supporting staff wellbeing is very important to us at our school. We have regular training on how to support one's own mental and emotional health and regularly signpost services in our staff communal areas.

We have signed up for an Employee Assistance Programme called 'SAS' which provides staff with free support in a range of areas such as physiotherapy, weight management and counselling to name a few.

Policy Review

This policy will be reviewed every year. This is so that it remains up to date, useful, and relevant. We will also regularly review it in accordance with local and national policy changes.