



Mental Health & Well-Being Policy

	Name	Signature	Date
Prepared by:	Claire Firth/Helen Ballam		February 2023
Checked and Reviewed by:	Governing Body		
Approved by:	Governing Body		
Document Title:	Policy – Mental Health and Well-being		
Version Number:	1	Date of Next Review:	February 2025

This policy was written in consultation with staff, pupils and professionals involved with Mental Health and Wellbeing.

Why is mental health and wellbeing are important?

At our school, we aim to promote positive mental health and wellbeing for our whole school community; pupils, staff, parents and carers, and we recognise how important mental health and emotional wellbeing is in our lives in just the same way as our physical health.

We understand that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. All children will experience difficulties throughout their school life and some will face significant life events. About 1 in 10 children aged 5 to 16 have a diagnosable mental health need and these can have an enormous impact on their quality of life, relationships and academic achievements. With correct and timely support, mental health challenges do not need to be life-limiting.

The department of education (DfE) recognised that: "in order to help pupils succeed; schools have a role to play in supporting them to be resilient and mentally healthy". Schools are recognised to be a place for children and young people to experience a nurturing and supportive environment that has the potential to develop self-esteem and give positive experiences for overcoming adversity and building resilience. At Rattlesden, we value our staff and expect them to offer positive role models and model healthy relationships, which are crucial in promoting pupil wellbeing.

Policy statement:

At Rattlesden, we are committed to supporting the emotional health and wellbeing of all 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 make us vulnerable and at times, anyone may need additional emotional or mental health support. We take the view that positive mental health is everybody's business and that we all have a role to play.

At Rattlesden we:

- Help children to understand their emotions and feelings,

- Help children to feel comfortable when sharing concerns or worries,
- Promote self-esteem and ensure children know their value and feel respected.
- Help children socially to form and maintain relationships
- Help children to develop emotional resilience and to manage setbacks
- Encourage children to be confident and celebrate the uniqueness of every child.

We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of belonging.
- Prompting 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.
- Providing access to appropriate support that meets our staff and pupils needs.

We pursue our aims through:

- Whole school approaches
- Learning mentor support groups for pupils experiencing difficulties and challenges.
- Signposting to external support through the appropriate means
- Refer to the school nurse.
- Use of mental health support team
- Learning mentor 1:1 support for pupils struggling with complex life challenges.
- Transition programmes to support moves to secondary schools.
- Through School Advisory Service staff can receive a level of well-being support
- Support for families experiencing difficulties with childhood behaviour / anxiety, though our website links.

Scope

This policy should be read in conjunction with our medical conditions policy and our SEND policy in cases where pupils' mental health needs overlap with these. This policy

should also be read in conjunction with policies for Behaviour and Anti-bullying, PSHE, RSE and our First Aid policy. It also sits alongside Rattlesden Safeguarding policy and our child protection procedures.

Lead Members of staff

All our staff at Rattlesden share the responsibility to promote an environment that supports positive mental health of our students and staff. Members of staff with a specific remit include:

Role	Name	Mental Health Role
Head Teacher	Mrs Helen Ballam	Designated Safeguarding Lead Qualified Mental Health First Aider
Assistant Head Teacher	Mrs Cath Jeffery	Designated Safeguarding Lead SENCO
Teaching Assistant	Mrs Claire Firth	Qualified Mental Health First Aider Mental Health Lead Learning Mentor Child Bereavement
Teacher	Miss Laura Lovelock	PSHE lead

Teaching Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves mentally healthy and safe are included as part of our PSHE curriculum. At Rattlesden we follow the PSHE Association programme for key stage 1 and 2. The specific content of the lessons which is monitored by our PSHE lead will be determined by the needs of the cohort we're teaching. Overall, to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner, we follow guidance from the Department for Education on Mental Health and Behaviour in Schools.

We encourage pupils to be Rattlesden's 'Mental Health Champions'. This group meets regularly with the mental health lead and SENDco to discuss which topics to raise awareness of, including supporting Young Minds Charity "Hello Yellow" during World Mental Health Day, and Anti-Bullying Week, holding an odd socks day, celebrating that we are all individual, special and valued. The Spring Walk brings the community together and promotes health and well-being, and Red Nose Day allows us to show empathy for others.

Targeted support

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

- Circle time approaches and Philosophy is timetabled and staff are trained how to deliver lessons.
- Targeted use of jigsaw 4U resources - Bereavement <https://www.jigsaw4u.org.uk/>
- Targeted use of SEAL resources - Anti-bullying alliance <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/preventing-bullying/seal-resources>
- Therapeutic activities including Lego Therapy, sand and play therapy.
- Managing feelings resources e.g. "worry monsters"
- Managing emotions resources, such as "The Zone Of Regulation"
- Learning mentor support groups or 1:1 sessions.
- Targeted quiet lunch.

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

- Strength and Difficulties questionnaires
[https://www.sdqinfo.org/py/sdqinfo/b3.py?language=Englishqz\(UK\)](https://www.sdqinfo.org/py/sdqinfo/b3.py?language=Englishqz(UK))
- Emotional literacy scales
- Emotion well being assessment
- Pastoral support form is available to highlight challenges and achievements. Once completed it is shared with parents, students and staff, and regularly reviewed.

Signposting

We will ensure that staff and parents are aware of what support is available within our school and how to access further support. Any member of staff that has concerns about a child can document these upon CPOMS (our online safeguarding and behaviour reporting system) or speak to a Mental Health First Aider. Should concerns be considered of a serious nature and there is a considered risk of imminent threat to any person's wellbeing, the concern should be immediately reported to the Designated Safeguard Lead. These concerns will also be recorded onto CPOMS and may be discussed with parents, carers and other outside agencies to seek the best advice to support the individual considered to be at risk.

Families who have urgent concerns about their child's mental health are also signposted to their GP services and the NHS. If required, a CAF or MARF referral will be made by the DSL We provided links to external agencies on our school website via our Mental Health and Well-Being page, with contact numbers in case of an emergency outside of school hours.

Identifying, referring and supporting pupils

Our approach is to support families to ensure their child has positive mental health.

We do this by:

- Providing a safe environment to ensure pupils to express themselves and be listened to.
- Ensuring the welfare and safety of each pupils is our priority
- Identifying appropriate support for pupils based on their needs
- Involving parents and carers when their child needs support
- Involving pupils in the care and support they have

- Monitoring, reviewing and evaluating the support with pupils
- Keeping parents and carers informed and updated.

Early identification

We aim to identify children with mental health needs as early as possible to prevent deterioration in their health.

Key staff have training on the protective and risk factors, types of mental health and signs that might indicate that a pupil is experiencing mental health difficulties. As well as Anxiety and bereavement training. Any member of staff concerned about a pupil should highlight their concerns to the Mental Health First Aider or Mental Health lead.

These signs might include:

- Isolation from friends and family and becoming socially withdrawn
- Changes in activity or mood or eating and sleeping habits.
- Lowering academic achievement
- Talking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Secretive behaviour
- An increase in lateness or absenteeism
- Not wanting to take part in PE or getting changed for PE lessons
- Wearing long sleeves in hot weather
- Drug or alcohol misuse
- Physical signs of harm that are repeated or appear non-accidental
- Repeated physical pain or nausea with no evident cause.

Staff are aware that mental health needs such as anxiety might appear as non-compliant, disruptive or aggressive behaviour which could include problems with attention or hyperactivity. This may be related to difficulties within the home environment, learning, peer relationships or development.

Keeping records

Where staff have concerns about behaviour that appears to be out of character for any given pupil, they should first record it on CPOMS alerting the Mental Health Lead and Senior Leadership team. These behaviours will be tracked and a pattern may form. Following this, class teachers may be asked to discuss concerns with parents or carers to understand the context of these difficulties.

If there is a concern that a pupil is in danger of immediate harm then our safeguarding procedures are implemented and followed. If there is a medical emergency, our procedures for medical emergencies are followed.

Disclosure by pupils and confidentially

It is important to remain calm, supportive and non-judgemental to pupils who disclose a concern about themselves or a friend. The emotional and physical safety of pupils is paramount and staff should know to listen rather than advise. Staff are clear to pupils that concerns will be shared with the Mental Health Lead and recorded in order to provide appropriate support to pupils.

Working with specialist services

In some cases, a pupil's mental health needs, requires support from specialist services. These could include anxiety, depression, self-harm and eating disorders. All school referrals to specialist services, mental health support team, emotional well-being hub will be made by the SENDCO and mental health lead, following consultation with the student, parent or carer.

Involving parents and carers

We recognise the important role parents and carers have in promoting and supporting the mental health and well-being of their children.

At Rattlesden we have an open-door policy, supporting parents and carers to share information with the school about their child, this includes informing us of any mental health needs their child has, and any issues they think might have an impact on their child's mental health and wellbeing.

To support parents and carers we will:

- Highlight information and links to websites on mental health issues, local wellbeing and parenting programmes, through the school website.

- Make our emotional wellbeing and mental health policy easily accessible to parents and carers
- Share ideas about how parents can support positive mental health in their children.
- Keep parents and carers informed of our PSHE and RSE curriculum.
- Informing parents and carers about the support their child is receiving when working with our learning mentor.
- Open door policy.

Staff training

We encourage staff to be confident to discuss and promote mental health and wellbeing, identify mental health needs early in pupils and know where to get help. During staff meetings, there is a focus on safe guarding and pupils well-being. Individuals are discussed, and also whole-school approaches will be discussed as required.

We have identified members of staff who are trained as Mental Health First Aiders. All staff receive regular training about recognising and responding to mental health issues.

Supporting staff

If staff feel they need support in managing their mental health we encourage them to first discuss it with the senior leadership team. Staff can also access support from The School Advisory Service. This information can be found in the staff room and photocopying room.

To help support wellbeing, staff are encouraged to take their PPA home, as well as the option of attending staff meetings online.

In addition, during the second part of the autumn term, staff are awarded a wellbeing afternoon.

Where to get information and support

For support on specific mental health needs

Anxiety UK www.anxietyuk.org.uk OCD UK www.ocduk.org

Depression Alliance www.depressoinalliance.org

Eating Disorders www.b-eat.co.uk and www.inourhands.com

National Self-Harm Network www.nshn.co.uk www.selfharm.co.uk
Suicidal thoughts Prevention of young suicide UK – PAPYRUS: www.papyrus-uk.org

For general information and support

www.youngminds.org.uk champions young people's mental health and wellbeing

www.mind.org.uk advice and support on mental health problems

<https://www.suffolkmind.org.uk/> Suffolk Mind

www.minded.org.uk (e-learning)

www.time-to-change.org.uk tackles the stigma of mental health

www.rethink.org challenges attitudes towards mental health

<https://www.suffolk.gov.uk/children-families-and-learning/wellbeing-for-education-return/ebsa-emotionally-based-school-avoidance> For local information