



Mental Health and Wellbeing Policy 2022

Approved by:	Debbie Brown	Date: June 2022
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Last reviewed on:	June 2022
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Next review due by:	June 2023
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Policy statement

At Northmead, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important to our lives as physical health.

We endeavour to ensure that children are able to manage times of change and stress. We aim to ensure that they are supported to reach their potential or access help when they need it. We also have a role to ensure that children learn about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues and where they can go if they need help and support.

Mental Health and Wellbeing Definition

Mental health is a state of wellbeing 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)

In line with becoming a Rights Respecting School, adults and children work together to promote and realise children's rights. The following two articles concern positive mental health and wellbeing:

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 24: You have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

The school has an established culture that promotes and enhances the positive mental health of the whole school community, recognising that healthy relationships underpin positive mental health and have a significant impact on learning, health and wellbeing. We champion the expectation that 'mental health is the individual's responsibility supported by the whole school community.'

Teaching about Mental Health

At Northmead we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy and successful and to work in a pro-active way to avoid problems arising. We do this by:

- '5 ways to wellbeing'
- Creating and applying consistent ethos, policies and behaviours that support mental health and resilience, which everyone understands.
- Helping children to develop social relationships, support each other and seek help when they need it
- Promoting self-esteem and ensuring children understating their importance in the world
- Helping children to be resilient learners and to manage setbacks
- Teaching children social and emotional skills and an awareness of mental health
- Identifying children who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers
- Supporting and training staff to develop their skills and their own resilience
- Develop an open culture where it is normal to talk about mental health

Signposting

We will ensure staff, children parents and carers are aware of sources of support within school and in the local community; this is outlined in Appendix 1.

We will display relevant sources of support in communal areas, such as common rooms and toilets and will regularly highlight sources of support to children, within relevant parts of the curriculum: School staff may become aware of warning signs which indicate a child 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 in accordance with the Child Protection policy.

Managing disclosures – see also Child protection policy

A child may choose to disclose concerns about themselves or a friend to any member of staff, so all staff need to know how to respond appropriately to a disclosure.

Supporting staff, Parents/Carers and Families

In order to support children, families, parents/carers, staff, we will:

- Highlight sources of information and support about common mental health issues on our school website.
Ensure that all are aware of who to talk to, if they have concerns about themselves, a colleague, child, parent, carer, family member. Parents or carers can approach their child/children's class teacher if they have mental health concerns. This will be cascaded to the Mental Health Lead for assessment.
- Make our mental health policy easily accessible to parents.
- Offer relevant, timely and appropriate support to Staff, Parents/Carers and Families through:
 - In house support from key staff
 - External support from other agencies
- Keep parents informed about the mental health topics their children are learning about in school and share ideas for extending and exploring this learning at home
- Organising workshops and presentations on mental health, anxiety, resilience
- Provide information online via www.northmead.surrey.sch.uk on mental health issues and local wellbeing and parenting programmes
- When a concern has been raised, Northmead teachers or Mental Health Lead will:
 - *Contact parents to discuss the outcome of any assessment (Although there may be cases, parents and carers cannot be involved due to child protection issues.)*
 - *Discuss any relevant referrals to external agencies.*
 - *Signpost parents to further information or provide resources to take away.*
 - *Create a chronology of actions and events*
 - *Agree mental health care and protection plan where appropriate including clear next steps.*
 - *Discuss how parents can support their child through strategies or signposts to parenting support groups.*

CPD/ Training

All staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in relation to their role and responsibilities.

See also: Medical Policy, Child Protection Policy and the SEND Policy

Key staff members

This policy aims to ensure all staff are confident of their knowledge of mental health and wellbeing and can take responsibility to promote this in and out of their classroom

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At Northmead we promote opportunities to maintain a healthy work life balance. Staff are supported pastorally and have access to enriched opportunities. Staff also have access to external support systems. We believe that all staff have a responsibility to promote positive mental health and to understand the protective and risk factors for mental health. Some children will require additional help; all staff should have the skills to identify warning signs of mental health problems and ensure that children with mental health needs get early intervention and the support they need.

Key staff supporting Mental Health at Northmead Junior School:

Named Mental Health Lead – Hannah Powell and Laura Ramsay

Named Mental Health Governor – Vicki Blatchford

Change team

Assessment, interventions and support.

All concerns are reported to the designated adults within school and needs are assessed through a triage approach with SLT, class teachers and SEN to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

Working with Specialist Services

As part of our targeted provision the school will work with other agencies to support children's emotional health and wellbeing. Your child may be referred to one of the following services for additional support.

- CAMHS
- School Nursing Service
- Children's Services.
- Therapists
- Family support workers.
- Educational psychology services.
- Counselling services.

Policy Review

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