



Elm Grove Primary School

Mental Health and Wellbeing Policy

Date of issue:	September 2024
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Policy status: Non-statutory, GB approved
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Responsible member of SLT: Ben Massey

Responsible members of the Inclusion Team: Sam Barfoot

Policy statement

At Elm Grove Primary School, 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 our physical health.

At Elm Grove Primary School, 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.

Links to other policies

This policy links to our Child Protection Policy, Anti Bullying, SEND Offer and our Positive Behaviour Policy. It draws on our whole school use of *Pivotal Education* approach, which is a relational approach to behaviour management. This approach aims to create a culture in our school of building strong relationships between children and adults, and encourages the reparation of relationships through reflective communication and restorative conversations.

Teaching about mental health

At Elm Grove Primary School 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:

- Creating and applying consistent ethos, policies and behaviours that support mental health and resilience, and which everyone understands.
- Adhering to *Pivotal Education* approach to behaviour management.
- Focusing on the 5 steps to wellbeing and *Just Right programme* (which supports emotional and sensory regulation).
- Helping children to develop social relationships, support each other and seek help when they need it.
- Promoting self-esteem and ensuring children understand 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.
- Our Teachers, support staff and Inclusion Team 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.
- Developing an open culture where its normal to talk about mental health.

We promote a mentally healthy environment through:

- An Inclusion Team comprising four members of staff, with two inclusion hubs: The Nest and The Canopy. These provide a secure base nurture provision and support to children, families and staff using attachment-aware and trauma-informed strategies, whilst working closely with the Brighton and Hove Schools Mental Health Service and BHISS.
- 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.
- Enabling access to appropriate support.
- Mental Health and PSHE for all year groups.
- Access to well-being information around the school.
- Workshops for parents and carers.
- Promoting Elm Grove Learning Behaviours: Reflection, Determination, Cooperation, Motivation, and Creativity (see website for more details)

The Nest: “A safe haven to return to and fly from”

- Attachment-aware and trauma informed inclusion provision that focusses on relationships, emotional safety, being alongside children and mentoring.
- Packages of support: Meet and Greet, check-ins, 1-1 mentor sessions, small groups, large groups, lunchtime support, safe space provision, parents/carers support, family support and working closely with Teachers and support staff to provide wraparound care for children.
- A focus on mental health, emotional wellbeing, resilience and building (and repairing) relationships in our school community.
- Children to be aware that they can drop in and see a designated adult if they are anxious or worried about a certain situation/issue.
- Closely works with the schools mental health service (SMHS)

Staff roles and responsibilities, including those with specific responsibility

We want all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote this in and out of their classrooms.

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At Elm Grove Primary school we promote opportunities to maintain a healthy work life balance and hold regular Wellbeing staff meetings. Staff are supported pastorally and have access to

enriched opportunities. Line Managers conduct regular appraisal where the Wellbeing Action Plan is created together.

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 Elm Grove Primary school:

Named Mental Health Leads – Ben Massey (Headteacher), Sam Barfoot (Senior Inclusion Mentor/SEMH/Attachment lead), Sara Smith (PSHE curriculum lead)

Our Mental Health Lead;

- Leads and works with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing. Leads on PSHE teaching and advice on mental health.
- Provides advice and support to staff and organises training and updates.
- Is the first point of contact with mental health services and makes individual referrals to them.

Many behaviours and emotional problems can be supported within the school environment, or with advice from external professionals.

Early identification

We aim to identify children with mental health needs as early as possible to prevent things from getting worse, we do this in different ways including:

- **Teaching resources including:** B&H PSHE curriculum and resources, Bubble Time/worry box, calm boxes, regular PSHE lessons.
- Changes in patterns may indicate warning signs indicating that a student is experiencing mental health or emotional wellbeing issues. Teaching and support staff are responsible for reporting concerns about individual children to designated adults within the school.

Attendance (Using Studybugs)

Punctuality

Relationships

Approach to learning

Physical indicators

Negative behaviour patterns

Family circumstance

Recent bereavement

Health indicators

Possible warning signs include;

Changes in eating/sleeping habits

Becoming socially withdrawn
Changes in activity and mood
Talking about self-harm or suicide
Expressing feelings of failure, uselessness or loss of hope Repeated
physical pain or nausea with no evident cause An increase in
lateness or absenteeism

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 the Inclusion Team 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 parents and carers

Parents or carers can approach their child/children's class teacher or a member of the Inclusion Team if they have mental health concerns. This will be cascaded to the Mental Health Leads for assessment.

To support parents and carers we will be:

- Organising workshops and presentations on mental health, anxiety, resilience and 5 steps to wellbeing.
- Provide information online via the school website on mental health issues and local wellbeing and parenting programmes.
- Share ideas about how parents and carers can support positive mental health in their children.
- Make our emotional wellbeing and mental health policy easily accessible to parents.
- Keep parents informed about the mental health topics taught in PSHE and share ideas for extending and exploring this at home.

When a concern has been raised, Elm Grove Teachers or Mental Health Leads 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.

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
- BHISS
- Healthy Young Minds in Herts.
- School Nursing Service
- Children's Services.
- Therapists
- Family support workers.
- Educational psychology services.
- Counselling services.
- Front door for families/early help -FDFF

Monitoring and evaluation

The mental health and wellbeing policy is on the school website and hard copies are available on request.