

**The Grove Primary School**



# **Mental Health and Emotional Well-Being Policy**

**2022- 2023**

## Introduction

At The Grove Primary School, we are committed to supporting the emotional health and wellbeing of our pupils and staff. We have a supportive and caring ethos whereby each individual and their contribution to our school community is valued. We believe that positive mental health is everybody's business and that we all have a role to play. We know that everyone experiences challenges in life which can make them vulnerable, and at times we all may need additional emotional support.

At The Grove we:

- help children in understanding their emotions and feelings,
- help children feel comfortable sharing their concerns or worries,
- help children to form and maintain relationships with others,
- promote self-esteem and ensure children know that they are valued,
- encourage children to be confident,
- help children to develop emotional resilience.

We strive to create a mentally healthy environment through:

- 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 encouraging children to take on responsibilities,
- providing opportunities to reflect,
- providing access to appropriate support if needed.

Our provision includes:

- a universal, whole school approach,
- in school support for pupils with mild to moderate needs,
- specialised, targeted approaches aimed at pupils with more complex or long-term difficulties.

See Emotional Health and Well-Being Pathway (Appendix 1) for the process of referral for in-school or specialised support.

This policy should be read in conjunction with the following:

- Inclusion and SEND Policy
- Supporting Children in School with Medical Conditions
- Behaviour and Discipline Policy
- Safeguarding and Child Protection Policy
- PSHE Subject Statement

## Teaching about Mental Health

The skills, knowledge and understanding needed by our children to keep themselves mentally healthy and safe are taught through our PSHE curriculum, which is based on the Jigsaw scheme of work. Jigsaw offers a comprehensive programme for Primary PSHE including statutory Relationships and Health Education, in a spiral, progressive and fully planned scheme of work. It gives children relevant learning experiences to help them navigate their world and to develop positive relationships with themselves and others. It has a strong emphasis on emotional literacy, building resilience and nurturing mental and physical health. Jigsaw lessons also include mindfulness allowing children to advance their emotional awareness, concentration and focus.

**Ms Esther Claydon**

PSHE Lead

## Staff responsible for Emotional Health and Well-being

At The Grove we believe all members of staff have a role to play in promoting and supporting the emotional health and well-being of our children. However, we do have a dedicated Well-Being Team for whom this is a specific role. Members of this team access regular training in different aspects of emotional health and well-being in order to increase and update their working knowledge in order to provide ongoing support across the school. The Well-Being Team is made up of:

**Mrs Kathryn Hardy- Assistant Head (Inclusion)**

Mental Health Senior Lead, SENCo, Designated Teacher for Children in Care, Pupil Premium Champion, Adult Mental Health First Aider, Designated Safeguarding Officer

**Mrs Laura Bramley**

Safeguarding and Family Liaison Officer, Domestic Abuse Lead, Domestic Abuse County Champion, Designated Safeguarding Officer

**Mrs Julia Benson**

Pastoral Teaching Assistant, Emotional Literacy Support Assistant, Children's Mental Health First Aider

**Mrs Nada Nicholls**

Pastoral Teaching Assistant, STEPs trainer, Peer Mediator Lead

**Mrs Jackie Windmill**

Teaching Assistant, Peer Mediator Lead

In addition, we work in conjunction with the local Mental Health Support Team, who provide education support practitioners to work with families, staff and pupils in a variety of ways.

## In-school support

The school offers a range of support for individuals or groups of pupils, taking a graduated approach depending on level of need (see Appendix 2) which may include:

- Circle times
- Targeted use of Jigsaw resources
- Managing feelings resources e.g. 'worry boxes' and 'worry books'
- Managing emotions resources such as 'the incredible 5-point scale' and 'Zones of Regulation'
- Pastoral TA 1:1 'Talk Time' sessions
- Drawing and Talking Intervention
- ELSA groups
- Meet and Greet
- Named adults
- Transition programmes
- Well-Being clubs including: Mindfulness and Yoga
- Lunchtime 'Chill Out Club'
- Emotional Well-Being drop-ins
- Peer mediation
- Blue Smile Therapy
- Music Therapy
- Drama Therapy
- Therapy dog sessions

The school uses the following resources to assess and track well-being as appropriate:

- Strengths and Difficulties Questionnaire
- The Boxall Profile
- STEPs paperwork

## Identifying Needs and Warning Signs

The following are monitored regularly by staff and may provide an indication that a pupil requires additional emotional support:

- Attendance
- Punctuality
- Relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstances
- Recent bereavement
- Health indicators

Additional warning signs may become apparent to school staff or be shared with school by parents, including:

- changes in eating / sleeping habits
- becoming socially withdrawn
- changes in activity and mood
- talking or joking about self-harm or suicide
- expressing feelings of failure, uselessness or loss of hope
- repeated physical pain or nausea with no evident cause

All of the above are taken seriously and staff observing any of these will communicate their concerns to a designated safeguarding officer and/or the Mental Health Senior Lead as appropriate.

### Working with Parents and Carers

In order to support parents, at The Grove we will:

- Highlight sources of information and support about mental health and emotional well-being on our school website.
- Ensure that all parents and carers are aware of who to talk to, and how to do this, if they have concerns about their child.
- Share any concerns we have regarding the emotional health and well-being of a child with their parents/carers.
- Make our Mental Health and Emotional Well-Being Policy easily accessible to parents and carers.
- Share ideas about how parents and carers can support positive mental health in their children.
- Keep parents and carers informed about the mental health topics that their children are learning about in PSHE and share ideas for extending and exploring this learning at home.
- Provide opportunities for parents and carers to engage in activities which support their own well-being eg coffee mornings, yoga sessions.

### Working with other agencies and partners

In order to provide more specialist provision, The Grove works with other agencies to support children's emotional health and well-being including:

- Mental Health Support Team
- Emotional Health and Wellbeing Service
- YOUNited
- Centre 33
- Community Paediatrics
- CAMHS (child and adolescent mental health service)
- Red Hen
- Early Help Hub (district family workers)
- Therapists

Referrals to any these services can be made by the Mental Health Senior Lead or Safeguarding and Family Liaison Officer (Centre 33, Red Hen, Early Help Hub), following discussion with and consent from parents/carers.

## Training

All staff will receive regular training about recognising and responding to mental health issues as part of their annual safeguarding refresher, to enable them to keep students safe. Additional training in different aspects of mental health and emotional well-being will be accessed at different points throughout the year during staff CPD sessions which may be delivered by the Mental Health Support Team or Emotional Health and Wellbeing Service.

## Support for Staff

We consider the emotional health and well-being of our staff to be vitally important. It is an essential factor in promoting our whole school ethos as well as encouraging the well-being and attainment of our pupils.

In order to support well-being, the following are available for staff to access:

- monthly staff breakfast or playtime snack
- end of term events
- WhatsApp groups
- open door policy for chats with Senior Leadership Team
- qualified Adult Mental Health First Aider (Assistant Head) to offer a listening ear, advice and signposting to other services
- sessions with Blue Smile Team Leader or Education Mental Health Practitioner
- Well-Being support groups run by Emotional Health and Well-Being Service, Education Mental Health Practitioner or Mental Health Senior Lead
- Staff supervision sessions with Headteacher or Assistant Headteacher
- training in different aspects of mental health and emotional well-being

## Signposting

At The Grove we will ensure that staff, pupils and parents are aware of the support that is available within our school and how to access further support if needed. This information can be provided by the Well-Being Team.

Signed on behalf of the Governing body:

Head teacher  
Miss Ellie Shaw

Mental Health and Well-Being Governor  
Mrs Ruth Cooper

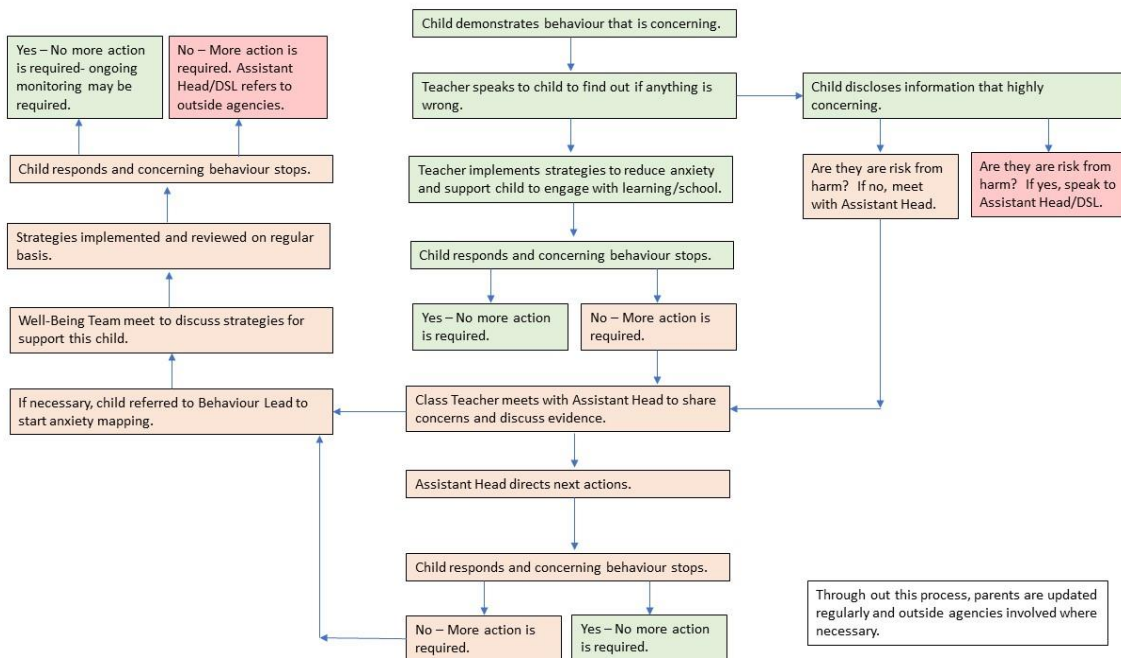
Assistant Head (Inclusion)  
Mrs Kathryn Hardy

Date: September 2022

Date plan to be reviewed: September 2023

Appendix 1

Emotional Health and Well-Being Pathway



## Appendix 2

## A Graduated Approach to Mental Health and Emotional Well-Being

Level of need	Presentation	Intervention/Action
<b>High-</b> outside agency support	Depression/anxiety/phobias/OCD Suicidal thoughts Risky behaviours Eating disorders Hearing voices	GP YOUnited referral- Mental Health Hub including CAMHs Forensic CAMHs referral
<b>Moderate-</b> referral to outside agencies/in school interventions	Low mood/anxiety Panic attacks Self-harm Social/relationship difficulties	Emotional Health and Well-Being Service advice Mental Health Support Team referral/advice Blue Smile referral Emotional Literacy Support Assistant Interventions including Drawing and Talking Referral to Winston's Wishes, Stars, Ormiston, Centre 33
<b>Mild-</b> advice and initial in-school support	Initial challenging behaviour Emerging low mood/anxiety Normal response to grief Friendship difficulties/work stress	Talk Time Emotional Literacy work Therapy dog ELSA group Parenting programmes Signposting- Winston's Wishes, Stars, Ormiston, Centre 33