



Grangetown Primary School

Mental Health & Wellbeing Policy

Author	Grangetown Primary SLT	Reviewed
Date	April 2023	
Review Frequency	Bi-annual	
Review Date		
Next Review Date	April 2025	

Mental Health and Wellbeing Policy



Policy Statement

At Grangetown Primary School, we aim to promote positive mental health for all our children, staff and families. It is our vision that all children are entitled to develop to their fullest potential academically, socially and emotionally. In order for that to happen, we are aware that a whole school approach to health and wellbeing is required which echoes our core values and school ethos. It is our job to help the children build academic resilience and with our open culture allows students' voices to be heard.

Beyond this document, the approach filters through every conversation, classroom and corridor. By using school-based interventions and specialised, targeted approaches, this climate is created. At Grangetown Primary School, in addition to promoting positive mental health, we aim to recognise and respond to mental ill health. By developing and implementing practical, relevant and effective mental health policies and procedures, we can promote a safe and stable environment for children and staff affected both directly and indirectly by mental ill health.

All staff at Grangetown Primary School have such an important role to ensure that children learn about what they can do to maintain positive mental health, what can affect their mental health, how they can help reduce the stigma and negativity surrounding mental health issues and where and who they can go to if they need help and support.

Developing the MHWB Policy

Collaboration with the PSHE lead, Mental Health and Wellbeing Practitioner, Head of School, SLT and the wider school community is how this policy has been developed.

There are many helpful groups and services within school that help and support children and staff with their mental health and wellbeing which guides this policy.

- On site MHWB Practitioner.
- Wellbeings.
- Headstart.
- Inside Out – branches off into many services depending on need.

- ELSA.
- Rainbows & Sunbeams.
- Counselling – Michelle Evenden.
- Thrive.
- Smart School Council.
- Rubies – Year 6 girls.
- Mr Foster – Year 6 transition.
- School nurses.
- Hilaire Agnama.
- Star Project.
- RRSA Steering Group.
- Daily check-ins.
- Promoting children and young people’s emotional health and wellbeing. (Public Health England 2015.)
- Anna Freud National Centre for Children and Families – PSHE Lead course completed.
- Mentally Healthy Schools.
- Preparing For Adulthood.

Links to other school policies

- Safeguarding Policy.
- Equal Opportunity Policy.
- Confidentiality Policy.
- Behaviour Policy.
- Anti-Bullying Policy.
- RSE Policy.
- Equality, Diversity and Inclusion Policy.
- Racial Equality Policy.
- SEND Policy.
- Online Safety Policy.
- PSHE & RSE Policy.
- Thrive Policy.

Teaching and learning about Mental Health

At Grangetown Primary School, we have a whole school approach to the teaching and learning about mental health. Our main aims are to ensure the children are safe, happy, mentally well, resilient and thriving to their best abilities. During the school day, this is done by:

- Daily morning check ins and check ins throughout the day.
- A positive and well-constructed Behaviour Policy.
- A positive and well-constructed PSHE & RSE Policy.
- A strong school ethos and core values of being ‘Ready, Respectful and Safe.’
- Positive mental health policies and support in place throughout the school environment and curriculum.
- Children being aware of the 7 C’s which run as a thread throughout all of the school curriculum to help and support character building and resilience in each child.

- Using a range of teaching and learning techniques within each lesson to enable valuable learning to all.
- Supporting all children to develop social relationships with peers and members of staff to help with conflict, problem solving, relationships and resilience throughout the school day.
- Supporting children with their own understanding of why they are important, why they matter and promoting their self-esteem.
- Supporting and promoting children to be independent learners as well as supporting them to work well as part of a team.
- Supporting children and giving them the foundations of how to deal with conflict ready for daily life experiences that they can carry with them into the wider world.
- Promoting an awareness for their own and others mental health and being aware of what to do if they or someone else needs support with this.
- Understanding and supporting those children or staff who have mental health needs and sign-posting them to the correct help and support.
- Developing an open, honest and safe environment for children and staff to discuss and ask for support with mental health issues.

The skills, knowledge and understanding our children need to keep themselves, and others physically and mentally healthy and safe are included as part of our PSHE Curriculum. We follow the guidance issued by the PSHE Association to prepare us to teach about mental health and emotional health safely and sensitively. Incorporating this into our curriculum at all stages is a good opportunity to promote children's wellbeing through the development of healthy coping strategies and an understanding of children's own emotions as well as those of other people.

Promoting a safe and positive environment to support Mental Health

At Grangetown Primary School, we ensure a safe and positive environment to support and promote mental health. All who join our school, visitors, children and staff feel comfortable and safe in our 'home from home' school environment. We also promote this environment by:

- Promoting and celebrating our school ethos and core values.
- Celebrating every child and all their achievements.
- Listening to the children and promoting pupil voice to ensure everyone is heard in all decision making.
- Developing and supporting children to become responsible and caring members of the community.
- Sign-posting children and staff to the appropriate support when needed.
- On site MHWB Practitioner who is there to support all children and staff in all areas on MHWB and is able to sign post to the appropriate support and also able to run various interventions within school to support children and staff with their mental health.
- Whole school approach to mental health.
- Whole school approach to interventions, e.g. Wellbeings, Thrive, Headstart.
- MHWB and PSHE & RSE lessons taught weekly.
- Whole school assemblies and awareness days celebrated throughout the school week/year.
- Parental engagement.
- Well informed and well sign posted areas around school for parents and children to see information about MHWB at all times.
- Training and CPD given to staff to develop knowledge and understanding of MHWB which they will be able to use to support children and other members of staff.
- Worry jars available in every classroom for children to use if needed.

- Children have a good understanding of who they can speak to within school if they have any worries or concerns about any mental health that they might have.

Staff roles and responsibilities

At Grangetown Primary School, all staff will have good knowledge and understanding of mental health and wellbeing. By having this understanding and continuing professional development in this area, staff will be able to successfully support and promote mental health within the school environment.

We have a Mental Health and Wellbeing Practitioner in school who is well qualified and knowledgeable in dealing with and supporting children and staff with any mental health issues.

We have a Senior Mental Health and Wellbeing Lead in school who over sees the PSHE & RSE curriculum, MHWB, RRSA, School Council and pupil voice, British Values and Protected Characteristics within school. The SMHL lead and the MHWB Practitioner work closely together to ensure all areas are up to date, planned and well resourced.

We have four members of staff who are Mental Health First Aid trained.

We have four members of staff who are Thrive practitioners.

At Grangetown Primary School, staff help and support each other to ensure a calm and happy environment and to create a happy and healthy work life balance. Staff are supported pastorally and have access to external support systems.

All staff at Grangetown Primary School have the responsibility to promote and support positive mental health. Some children will need additional support and staff will have continuous training to be able to identify any signs of poor mental health or any problems so that they are sign posted to the correct help and support as quickly as possible. Any concerns will be reported to designated members of staff and Head of School.

Key staff supporting MHWB

- Miss Armstrong – SMHL.
- Miss Bashford – MHWB Practitioner. In charge of delivering provision.
- Miss Mott (SLT) – Head of School, Safeguarding.
- Miss O’Hare – SENDCO.
- Mrs Ackerley (SLT) – Safeguarding, Parent Liaison.
- Mr Jackson (SLT) –Assistant Head, Phase Leader, Behaviour Lead, Parent engagement.
- Mr Vickers (SLT) – Assistant Head, Phase Leader.
- Mrs Oliver (SLT) – Phase Leader.
- Mental Health First Aiders – Miss Bashford, Miss Hart, Mrs Hanson, Miss Thompson.
- Thrive Practitioners – Miss Bashford, Miss Small, Mrs Hanson, Miss Hart, Mrs Sowerby, Mrs Herring.
- Michelle Evendon - School Councillor.

Assessment and Support

At Grangetown Primary School, identifying signs of poor mental health is key to getting the correct help and support as quickly as possible. Any concerns are reported to the designated members of staff who will then liaise with each other to make sure that the correct help and support is given. This support could be from within the school network or externally.

Support available includes:

- CAMHS.
- School Nurse.
- Children's Services.
- Therapists.
- Family support workers.
- Educational psychology services.
- Counselling services.
- Monitoring and evaluation.
- The MHWB Policy is on the school website and hard copies are available on request.

Parental Engagement

Parents and carers are always more than welcome to discuss with staff any concerns about their child's mental health or wellbeing. We are also here to support parents and carers in any way that we can. As a school community, we will share with parents' strategies that they can use at home, sign post them to available support and check in with parents and children throughout their support.

Grangetown Primary School's MHWB Policy is available on the school website as well as being available in hard copy if requested. Information and resources are shared with parents and carers via the school website and social media pages to keep the parents updated with what is being taught in PSHE, RSE and MHWB lessons in school.

Discussions with parents and carers will take place if necessary when dealing with a child's mental health concern. Any concerns, actions, sign post of support and intervention will be logged via CPOMS and all relevant staff members made aware.