Grantham Villages' CE Primary Schools Federation

Marston Thorold's Charity Church of England Primary School

Mental Health and Wellbeing Policy

Approved by:	**Full Governing Body**	**Date:**	**17th March 2022**
Policy Date:	**March 2022**		
Next review due:	**March 2024**		

Mental Health and Wellbeing Policy

March 2022

Aims

Mental health and wellbeing is an important part of the pastoral care of our whole community – this includes both the children/young people in our care as well as our own staff and the families within our community.

This policy sets out our approach to mental health and wellbeing for all parties.

Those experiencing mental health difficulties should not face discrimination and the school are fully supportive.

Links to other policies

This policy should be read in conjunction with the Staff Handbook and the following policies:

- PSHE Curriculum
- Behaviour
- Special Educational Needs
- Safeguarding
- Health and Safety
- Medical Conditions
- Whistleblowing

Ethos

We recognise that everyone will experience mental health difficulties at some point in their lives and have an ethos which encourages support and respect for both staff and pupils. At our school, we have an inclusive ethos which encourages support and respect for both staff and pupils.

We aim to recognise those in need and will endeavour to support them as best we can, possibly signposting them to others who can help. We do not judge or blame, we act to provide a support network for those experiencing difficulties.

At the same time, we also recognise the importance of taking care of our own mental wellbeing, taking actions and encouraging others to include positive mental activities as part of a healthy lifestyle. Whether this is providing opportunities to talk to others, or take part in activities promoting mental health.

Role of the Mental Health Lead

The school has a designated Lead for Mental Health. Our Senior Mental Health Lead is Amy Critchley and our Wellbeing Lead is Helen Copson. They act as champions for mental health and wellbeing, reporting to the Leadership Team.

Their role is not to necessarily provide interventions, but to have a whole school overview and to coordinate the school's approach to positive mental health and wellbeing.

As endorsed by the Department for Education, they will:

- Oversee the whole school approach to mental health and wellbeing, including how it is reflected in the design of behaviour policies, curriculum and pastoral support, how staff are supported with their own mental wellbeing and how pupils and parents are engaged;
- Support the identification of at risk children and children exhibiting signs of mental ill health;
- Knowledge of the local mental health services and working with clear links into children and young people's mental health services to refer children and young people into NHS services where it is appropriate to do so;
- Coordination of the mental health needs of young people within the school or college and oversight of the delivery of interventions where these are being delivered in the educational setting;
- Support staff in contact with children with mental health needs to help raise awareness, and give all staff the confidence to work with young people;
- Oversee and monitor the outcomes of interventions, on children and young people's education and wellbeing.

Our Mental Health and Wellbeing governor is Lucy Jones.

Leadership

The Wellbeing Lead and Senior Mental Health Lead work closely together with the Senior Mental Health Lead reporting directly to the Headteacher and meeting regularly with them to discuss the provision for staff and pupil mental health and wellbeing. The agenda for these meetings may consist of:

- Staff wellbeing provision and activities
- Pupil wellbeing provision and activities
- Parental engagement provision and activities
- Monitoring of identification and outcomes of pupil interventions
- Monitoring individual support needs (not minuted)
- Policy review (if required)
- Review of Mental Health and Wellbeing Action Plan (if not covered in the points above)

General issues and provision discussions are minuted to provide a formal record; however notes on discussions related to the support of individuals are kept confidential and are not attached to the minutes.

The Mental Health Lead presents a written report for the Governing Body on Mental Health and Wellbeing across the school.

They may also be involved in meetings to support staff or pupils with mental health needs. The Mental Health Lead may also need to review provision as a result of individual mental health needs, even if they are not directly involved in organising the support.

Staff

Supervision

All roles are risk-assessed to determine the level of supervision required. Staff who require supervision, or feel they need it due to their current workload or situation are allocated a supervisor, who is separate from their line management chain to support the emotional impact of their work.

The frequency and duration of supervision is adjusted according to the complexity and caseload of the staff, in addition to other factors, which could affect their mental health.

Supervision sessions are confidential and whilst the supervisor may keep notes to aide their work, these are not reported to line management, unless there is a statutory or safeguarding requirement to do so.

Alongside this, Healthy Minds Lincolnshire and Mental Health Support Teams provide free clinical supervision to our education setting.

Staff, who are not allocated supervision but who feel they would benefit from the support, should approach their line manager in the first instance, or contact the Wellbeing Lead or Senior Mental Health Lead.

Support and Wellbeing

As employees, staff who feel they need support are able to access the following services:

- The Education Support Partnership – a free service for all those working in education in the UK, 08000 562 561, https://www.educationsupportpartnership.org.uk/
- LCC Occupation Health Services (including counselling) through their line manager

Pupils

Identification

Pupils with mental health needs are often identified by those closest to them: their parents or the classroom staff. These concerns are discussed with either the SENCo and the Mental Health Lead.

Staff all receive training on helping them recognise the symptoms that a mental health difficulty is affecting their daily lives.

Support

This school tailors its support for our children and young people according to their needs. As a school we have access to the following resources and services, provided by ourselves or externally:

- 5 Ways to Wellbeing
- Mindfulness Club
- Lincolnshire Here4You/Healthy Minds Lincolnshire
- CAMHS

Monitoring Arrangements

The Wellbeing Lead, Senior Mental Health Lead, Headteacher and SENCo meet regularly to monitor the provision of mental health and wellbeing for pupils. The Wellbeing Lead regularly monitors our provision as part of our ongoing monitoring cycle and feedbacks back the Senior Leadership Team.

Raising Concerns

If a staff member has concerns about the mental health of a colleague, they should try and speak to them. If they remain concerned, they are able to talk in confidence to either the Headteacher, Senior Mental Health Lead or Wellbeing Lead.

If someone has a concern about the mental health of a pupil, they should initially speak to their class teacher, the SENCo or the Senior Mental Health Lead.

Training

As part of the School Development Plan or MHWB Action Plan, the Senior Leadership Team assess and review the training needs of teaching and non-teaching staff, Governors, Senior Leaders, student teachers, volunteers and others who may be working in our schools.

During the induction process, those who have not received the mental health training identified appropriate to their role will be offered the training at the first available opportunity.