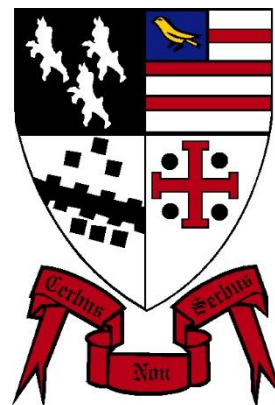


Grantham Villages' CE Primary Schools Federation



Marston Thorold's Charity Church of England
Primary School

Mental Health and Wellbeing Policy

Reviewed by:	Executive Headteacher	Date:	April 2026
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Policy Date:	March 2022
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Reviewed:	April 2026, April 2024
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Next review due:	March 2028
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School Vision

Marston Thorold's:

Through our Christian Values and the legacy of Sir John Thorold, we strive to create an inclusive nurturing family where everyone can flourish, unlock their potential and widen their horizons.

Faith inspires all that we do, ensuring we become responsible global citizens who promote equality and celebrate individuality.

St Sebastian's:

Through our Christian Values, we strive to create an inclusive nurturing community where everyone can flourish, unlock their potential and widen their horizons.

Faith inspires all that we do, ensuring we become responsible global citizens who promote equality and celebrate individuality.

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.

Our School Vision statements have been designed with the aim of identifying and supporting individuals and ensuring that we are fully focused on developing a 'nurturing, inclusive' community/family where 'everyone can flourish'.

Role of the Mental Health Lead

The school has a designated Lead for Mental Health. Our Senior Mental Health Lead is Amy Richardson 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.

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:

- Mindfulness Club
- Lincolnshire Here4You/Healthy Minds Lincolnshire
- CAMHS

Monitoring Arrangements

The Wellbeing Lead, Senior Mental Health Lead, Executive 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 Executive 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.