

# Escrick Church of England Primary School

**Mental Health and Emotional Wellbeing Policy**

We are all an important piece of the Escrick jigsaw and together we grow and learn. The Christian values of Wisdom and Joy underpin our Ethos and we value and respect everyone, allowing us all to make a difference to the world.

**‘Every person is an individual and also part of a community’**

1 Corinthians 12:12-27

The Staff and Governors of Escrick Primary School aim to promote positive mental health and wellbeing for our whole school community, and recognise how important mental health and emotional wellbeing is to our lives.

# At our school, we aim to:

* develop a culture that is open and supportive for all – we are friends to one another;
* promote confidence and self-esteem;
* promote respect and resilience;
* make clear that the views and thoughts of everyone are important and valued – everyone is included;
* support children in developing emotional resilience and
* support children in forming and maintaining appropriate relationships with others.
* For staff, establish working arrangements whereby all employees feel they can maintain an appropriate work life balance; ensure everyone is supported in their roles and have opportunities to FLOURISH as the children do and ensure everyone feels valued.

# Our school promotes a mentally healthy environment through:

* promoting our school values and vision;
* encouraging a sense of belonging to our whole school family;
* promoting pupil, parent and staff voice and opportunities for all to participate in decision- making;
* celebrating and valuing academic and non-academic achievements of all;
* providing opportunities for children to develop a sense of worth through taking responsibility for themselves and others;
* providing opportunities for all to reflect and learn from experiences;
* access to appropriate support and challenge that meets the needs of all and
* fair timetabling and working arrangements for staff.

# These aims will be achieved through:

* our whole school agreed policies and school development plan;
* our home-school agreement;
* a whole school open-door approach to supporting each other;
* providing support for all stakeholders going through recent difficulties e.g. bereavement/illness;
* accessing specialised, targeted approaches aimed at pupils with more complex or long-term difficulties e.g. attachment disorder;
* minimal staff meetings and workload;
* flexibility of working arrangements, if necessary, and
* organised staff outings to promote team morale and friendships.

# Links to other areas of school:

This policy should be read in conjunction with the school’s Child Protection and SEND policies

in cases where pupils’ mental health needs are supported in addition to other needs.

This policy is in line with with our school’s Good Behaviour, Anti-Bullying, and PSHCE/SRE/Jigsaw polices also.

# Responsibilities:

All members of staff have a responsibility to promote the mental health of all stakeholders in our school. The following staff take a lead in monitoring, promoting and planning provision:

* Miss Miller – Headteacher and DSL (designated safeguarding lead)
* Mrs Pape – Assistant Head KS2 / Deputy DSL / Mental Health lead
* Mr Deakin – Assistant Head KS1
* Mrs Allen - SENDCO
* Mr Broxup – PSHCE/Jigsaw Lead. Wellbeing Champions coach along with Mrs Pape.

# Support and Provision for Children:

Provision includes:

* above-named staff working with the whole staff team to coordinate regular whole school activities promoting positive mental health and wellbeing;
* pupil and staff wellbeing champions;
* collective worships, including those delivered in class;
* structured PSHCE Jigsaw curriculum;
* circle time approaches as part of Jigsaw lessons;
* mindfulness activities as part of Jigsaw lessons;
* reflection areas around school;
* class ‘worry boxes’ to promote communication of worries;
* pupils are assigned to a house team to belong and contribute;
* close working links with Compass Phoenix, a local mental health charity.

We invested in ‘Worry Wizard‘ sessions in the school year 2020-21 to support pupils to regulate and understand their feelings and promote wellbeing. We continue this input’s legacy by referring regularly to the session and what we learned. The program provided CPD for staff also.

**Identifying children’s needs and warning signs**:

Individual pupil’s needs are discussed by school staff at regular intervals either confidentially, in staff meetings or during assessment tracking by the senior leadership team. All staff are level one Compass Buzz qualified. Mrs Pape is level three qualified and has disseminated information to all staff, so everyone is aware of potential warning signs of a deterioration in a child’s mental health and wellbeing. Any concerns, changes of behaviour or queries about individuals and are shared with Miss Miller, our DSL, in line with our Child Protection policy and KCSIE.

# Support and Provision for Staff:

Provision includes:

* regular social activities on offer to all outside of school;
* regular opportunities to review workload and approaches to working within our school;
* a culture that is open and supportive of people experiencing stress or other forms of mental ill-health and/or recent difficulties in their home lives;
* constructive and effective working partnerships both within key stage teams and across the school, and
* working arrangements that allow employees to maintain an appropriate work life balance.

# Working with Parents, our school will:

* promote good mental health and emotional wellbeing as an important focus;
* highlight sources of information and support around mental health and emotional wellbeing;
* operate an open-door policy to all families;
* make this policy easily accessible to parents ( on our school website );
* share ideas to support parents in supporting positive mental health in their children, and
* keep parents informed about the mental health topics their children are learning about in Jigsaw lessons, sharing details of our long term PSHCE planning through termly class newsletters.

# Working with outside agencies:

As part of our targeted provision, the school will work with other agencies to support children’s

emotional health and wellbeing including:

* The NYCC Prevention Team
* CAMHS (Child and Adolescent Mental Health Service) - Counselling services - Family support workers
* Early Help
* Inclusive Education Service
* Educational Psychology services
* Health including specialist doctor/ nurses and paediatricians
* Compass Phoenix

Please note that this is not a conclusive list. Permission is always sought from parents/carers when involving these agencies.

Staff and governors complete regular Child Protection and Safeguarding training to ensure our children’s safety and wellbeing. Staff wellbeing is reviewed as an ongoing process and formally during individual performance management review meetings biannually.

Policy to be reviewed Autumn 2023