



Mental Health and Wellbeing Policy

This policy has been considered in line with our vision – ‘Caring, Believing, Achieving’.

At Hatherop C of E Primary School, we are aware of the importance of supporting the emotional health and wellbeing of our pupils and staff. We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.

At our school, we know that everyone experiences life challenges that can make us vulnerable and at times anyone may need additional emotional support. We take the view that positive mental health is everybody’s business and that we all have a role to play.

Aims

At Hatherop CofE Primary School we:

- Help children to understand their emotions and feelings better
- Help children feel comfortable sharing any concerns or worries
- Help children socially to form and maintain relationships
- Promote self-esteem and ensure children know that they count
- Encourage children to be confident and ‘dare to be different’
- Help children to develop emotional resilience and to manage setbacks

We promote 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 taking responsibility for themselves and others
- Providing opportunities to reflect
- Access to appropriate support that meets their needs

Values

Our twelve Christian values underpin the life of the whole school community. Those particularly pertinent to Mental Health and Wellbeing are:

Courage: children are encouraged to become courageous advocates and have the confidence to become agents of change

Encouragement: all members of the school community seek to encourage and support each other

Friendship: all members of the school community are encouraged to offer friendship to one another and to work co-operatively with others

Trust: we recognise that trust is the basis of all stable relationships allowing everyone to have the confidence to share worries and concerns

Forgiveness: we forgive each other when we make mistakes

Truthfulness: everyone is expected to tell the truth at all times

Respect: we expect members of the school community to be respectful to one another

Perseverance: children have the opportunity to develop perseverance and resilience

A consistent approach from our dedicated staff means that our school environment and school ethos all promote the mental health of the whole school community. Hatherop CofE Primary School is a place where children:

- Have opportunities to participate in decision making (eg School Council)
- Have opportunities to celebrate academic and non-academic achievements (eg Friday Celebration Worship, Lunchtime Award, Cups, Sir Value Bear)
- Have opportunities to develop a sense of worth through taking responsibility for themselves and others (eg residential & school trips, play leaders)
- Have opportunities to reflect (eg Worship, circle time, quiet areas in school)
- Have access to appropriate support that meets their needs (eg Teacher and TA support in class)
- Are surrounded by adults who model positive and appropriate behaviours and interactions at all times

At Hatherop CofE Primary School, there is a mentally healthy environment where all staff:

- Have their individual needs recognised and responded to in a holistic way
- Have a range of systems in place to support mental well-being (eg performance management, briefings, training, access to the county Occupational Health counselling service)
- Have recognition of their work-life balance (PPA taken off site)
- Feel valued and have opportunities in the decision making processes (termly pupil progress meetings, staff and INSET meetings)
- Know success is recognised and celebrated
- Are provided with opportunities for CPD

At Hatherop CofE Primary School, there is a mentally healthy environment where parents and carers:

- Are recognised for their significant contribution to children and young people's mental health
- Are welcomed, included and work in partnership with the school and agencies
- Are provided with opportunities to ask for help when needed and signposted to appropriate agencies for support (Early Help)
- Are clear about their role, expectations and responsibilities in working in partnership with the school (eg home school agreement shared annually, Parents Meetings, open door policy to discuss any concerns)
- Opinions are sought, valued and responded to (eg Questionnaires, Head Teacher Meetings, HT/Teachers on duty on playground before and after school each day)

Teaching about Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves mentally healthy and safe are included as part of our PSHE curriculum where we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

We seek opportunities to promote positive mental health from both within the curriculum and beyond. Examples include our Circle times (which supports awareness), Golden time (which strengthens relationships), a full and enriching PE curriculum, Huff Puff playtime (to promote physical and mental wellbeing) and the nurturing environment of the school which seeks to underpin all that we do.

Supporting Mental Health and Well-Being

Staff can seek support from the Staff insurance, SAS which offers Well-Being support or Occupational Health (GCC) which the school subscribes to (contact details are in the staff room).

Other policies linked to this one:

Behaviour Policy

Equality Policy

Anti-bullying Policy

SEND Policy

Spiritual, Moral, Social and Cultural Policy

This policy has been reviewed by staff and the Curriculum committee in February 2019 and approved by the Full Governing Board in March 2019.

Date of Next Review: March 2022