



WELLBEING POLICY

In this policy the following members of staff are referred to:

TITLE	NAME OF STAFF
Head Teacher	Lucas Motion
Pastoral and Enrichment Lead	Danielle Baycanli
Head of EYFS	Ashley Johnson
SENCo	Charlie Jones
CEO of New Model School Company (NMS)	Deborah Livsey

INTRODUCTION AND PRINCIPLES

At the School, we are committed to supporting the mental health and wellbeing of pupils, parents, carers, staff and other stakeholders. This policy focuses on pupils' mental health and wellbeing. It aims to:

- Set out our school's approach to promoting positive mental health and wellbeing for all pupils across our school
- Provide guidance to staff on their role in supporting pupils' mental health and wellbeing, including how they can foster and maintain an inclusive culture in which pupils feel able to talk about and reflect on their experiences of mental health
- Support staff to identify and respond to early warning signs of mental health issues
- Inform pupils and their parents/carers about the support they can expect from our school in respect of pupils' mental health and wellbeing, and provide them with access to resources

This policy applies to all pupils, including those within the Early Years Foundation Stage (EYFS).

The School takes its duties under the Equality Act 2010 seriously and makes reasonable adjustments for pupils with special educational needs and disabilities or certain health conditions. This policy was written with regard to:

[The Equality Act 2010](#)

[The Data Protection Act 2018](#)

Articles 3 and 23 of the [UN Convention on the Rights of the Child](#)

ROLES AND RESPONSIBILITIES

All staff are responsible for promoting positive mental health and wellbeing across our school and for understanding risk factors. If any members of staff are concerned about a pupil's mental health or wellbeing, they should inform the Designated Safeguarding Lead. Certain members of staff have extra duties to lead on mental health and wellbeing in school. These members of staff include: Mental Health Lead, SENCo.

WHOLE SCHOOL APPROACH

Mental health is taught in PSHE

Pupils are taught to:

- Develop healthy coping strategies
- Challenge misconceptions around mental health
- Understand their own emotional state
- Keep themselves safe

For more information, see our PSHE Policy

Creating a positive atmosphere around mental health

Staff will create an open culture around mental health by:

- Discussing mental health with pupils in order to break down stigma
- Encouraging pupils to disclose when their mental health is deteriorating

WARNING SIGNS

All staff will be on the lookout for signs that a pupil's mental health is deteriorating. Some warning signs include:

- Changes in: Mood or energy level; Eating or sleeping patterns; Attitude in lessons or academic attainment; Level of personal hygiene
- Social isolation
- Poor attendance or punctuality
- Expressing feelings of hopelessness, anxiety, worthlessness or feeling like a failure
- Abuse of drugs or alcohol
- Rapid weight loss or gain
- Secretive behaviour
- Covering parts of the body that they wouldn't have previously
- Refusing to participate in P.E. or being secretive when changing clothes
- Physical pain or nausea with no obvious cause
- Physical injuries that appear to be self-inflicted
- Talking or joking about self-harm or suicide

SUPPORTING PUPILS

Baseline support for all pupils

As part of our school's commitment to promoting positive mental health and wellbeing for all pupils, our school offers support to all pupils by:

- Raising awareness of mental health during assemblies, tutor time, PSHE and mental health awareness week
- Signposting all pupils to sources of online support on our school website
- Having open discussions about mental health during lessons
- Providing pupils with avenues to provide feedback on any elements of our school that is negatively impacting their mental health
- Monitoring all pupils' mental health through regular class and individual discussions.

- Appointing a senior mental health lead with a strategic oversight of our whole school approach to mental health and wellbeing
- Offering pastoral support, e.g. through the Wellbeing Zone drop in and via the class teacher.
- Making classrooms a safe space to discuss mental health and wellbeing through interventions such as: Worry boxes, Worry Monsters, Emotional Regulation charts, sensory tool boxes, circle time, 1:1 reading.

Assessing what further support is needed

If a pupil is identified as having a mental health need, the DSL, Mental Health Lead and SENCo will work with the Schools Counselling Partnership to take a graduated and case-by-case approach to assessing the support our school can provide, further to the baseline support detailed above.

Our school will review the progress and work of the Schools Counselling Partnership regularly and in formal meetings each term.

Internal mental health interventions

Where appropriate, a pupil will be offered support that is tailored to their needs as part of the graduated approach detailed above. The support offered at our school includes:

- Support in the Wellbeing Zone at lunchtimes
- Sessions or drop ins with the School Counsellors

Pupil Passports

A pupil may be offered a Pupil Passport. It will contain the following details:

- The pupil's emotional needs
- Their triggers, signs and symptoms
- Specific support for the pupil's educational, social and emotional needs
- The level of support needed and who will provide the support
- Who in our school needs to be aware of the child's needs

Making external referrals

If a pupil's needs cannot be met by the internal offer our school provides, our school will make, or encourage parents to make, a referral for external support.

A pupil could be referred to:

- Their GP or a paediatrician
- CAMHS
- Mental health charities (e.g. [Samaritans](#), [Mind](#), [Young Minds](#), [Kooth](#))
- Local counselling services

SUPPORTING PARENTS

We will work with parents to support pupils' mental health by:

- Asking parents to inform us of any mental health needs their child is experiencing, so we can offer the right support
- Informing parents of mental health concerns that we have about their child
- Engaging with parents to understand their mental health and wellbeing issues, as well as that of their child, and support them accordingly to make sure there is holistic support for them and their child
- Highlighting sources of information and support about mental health and wellbeing on our school website, including the mental health and wellbeing policy
- Liaising with parents to discuss strategies that can help promote positive mental health in their child
- Providing guidance to parents/carers on navigating and accessing relevant local mental health services or other sources of support (e.g. parent/carer forums)
- Keeping parents/carers informed about the mental health topics their child is learning about in PSHE, and share ideas for extending and exploring this learning at home
- Signpost the School Counselling Parent Drop in and coffee mornings
- Weekly updates from the School Counselling Partnership for parents in the newsletter.

When informing parents about any mental health concerns we have about their child, we will endeavour to do this face-to-face.

These meetings can be difficult, so our school will ensure that parents are given time to reflect on what has been discussed, and that lines of communication are kept open at the end of the meeting.

SUPPORTING PEERS

Watching a friend experience poor mental health can be very challenging for pupils. Pupils may also be at risk of learning and developing unhealthy coping mechanisms from each other.

We will offer support to all pupils impacted by mental health directly and indirectly. We will review the support offered on a case-by-case basis. Support might include:

- Strategies they can use to support their friends
- Things they should avoid doing/saying
- Warning signs to look out for
- Signposting to sources of external support

SIGNPOSTING

Sources of support are displayed around our school and linked to on our school website, so pupils and parents/carers are aware of how they can get help.

The Wellbeing Team will be available to provide further information to pupils and parents if they want to learn more about what support is available.

TRAINING

All staff will be offered training so they:

- Have a good understanding of what pupils' mental health needs are
- Know how to recognise warning signs of mental ill health
- Know a clear process to follow if they identify a pupil in need of help
- The Schools Counselling Partnership offer training regularly to staff and workshops for children.

SUPPORTING STAFF

We recognise that supporting a pupil experiencing poor mental health can affect that staff member's own mental health and wellbeing. To help with this we will:

- Have weekly support for staff in school through the Schools Counselling Partnership
- Treat mental health concerns seriously
- Offer staff supervision sessions
- Support staff experiencing poor mental health themselves
- Create a pleasant and supportive work environment
- Wellbeing initiatives for staff, such as massage, dance sessions and meditation.
- Offer an employee assistance programme – SAS Wellbeing

Lucas Motion
Head Teacher
September 2024

Review approved by Deborah Livsey CEO
New Model School Company Ltd
September 2024

Next Review date: August 2025

