



Stukeley
Federation

Health and Well-being Policy

in support of

**William Stukeley CE Primary School
and
Deeping St. Nicholas Primary School**

Policy approved by Full Governing Body: May 2024

Policy to be reviewed: May 2026

Vision Statement

*In our inclusive and happy school, we make sure **everyone** feels welcomed, valued and valuable.*

Our safe and inspiring learning environment helps us work towards achieving our best, in all that we do, so that we can become independent and resilient members of our wider community.

Our shared values give us a foundation of challenge and support, helping to make a positive change in the world, as we strive to create a community of respect and aspiration, preparing everyone for their future.

Policy statement

Within the Stukeley Federation, we are committed to supporting the positive mental health and well-being of our children, staff, governors, parents and carers. We recognise that well-being is part of our everyday routine and practice and that mental health and emotional well-being are just as important as our physical health.

Within the Stukeley Federation, we endeavour to ensure that children and adults are able to manage times of change and stress. We aim to ensure that everyone is supported to reach their potential and/or access help when they need it. We also support children's learning about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

How the policy was developed

This policy has been created through consultation with the Federation community.

In developing the policy, we have taken account of:

Healthy Minds.

Promoting children and young people's emotional health and well-being. Public Health England 2015.

Anna Freud Supporting Staff Well-being in Schools.

Links to other policies

This policy links to our Child Protection Policy, Anti Bullying, SEND Offer and our Behaviour Policy. It draws on our whole school approach to behaviour management, which aims to use training and resources to understand the causes of behaviours, rather than a focus on the behaviours themselves.

Teaching about mental health

Within the Stukeley Federation, we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy, successful and to work in a pro-active way to avoid problems arising. We do this by:

- Creating and applying a consistent caring ethos, environment, policies and behaviours that support mental health and resilience, and which everyone understands.
- Helping children to develop social relationships, support each other and seek help when they need it.
- Promoting self-esteem and ensuring children understand their importance in the world.
- Helping children to be resilient learners and to manage setbacks.
- Teaching children social and emotional skills and an awareness of mental health.
- Identifying children who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers.
- Supporting and training staff to develop their skills and their own resilience.
- Developing a supportive culture, where it's okay to talk about mental health.

We promote a 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.
- Enabling access to appropriate support.
- Mental Health and PSHE for all year groups
- Researching material for a 'Well-being Week' and giving access to information around the school
- Workshops for parents and carers (through Healthy Minds)

Small group activities.

- Children to be aware that they can drop in and see a designated adult, be signposted by an adult, or speak to our health and wellbeing champions and leads if they are anxious or worried about a certain situation/issue.

Staff.

Pastoral support for all members of the school community is fundamental to the aims and philosophy of the Stukeley Federation. We recognise the importance of staff feeling valued, so they can be open about their health and well-being and know how to access support, should they need it; the well-being of our children starts with the well-being of our adults. We follow local authority guidelines and policies for supporting personnel, including those for harassment, anti-bullying, race equality and managing staff absence.

Knowing that staff well-being is about the *everyday*, the culture and ethos within the Federation is one where we aim to:

- Model good working practices and self-care to encourage a work/life balance. This may include, encouraging taking breaks and finishing on time, trying not to take work home and asking for help and support when needed.
- Communicate clearly with staff, particularly around any changes that might be taking place at school. Where possible, consult with staff about changes.
- Keep staff well-being and development on our governing body agenda.
- Allow opportunities for colleagues to debrief with each other (at a time of concern).
- Pursue an environment where staff understand they can regularly discuss any thoughts or concerns, regarding well-being (or any other item) and how to improve it.
- Recognise the importance of, and secure the time for, planning, preparation & assessment (PPA)
- Give directed time to meet with parents or input data etc.
- Plan an academic diary where, as much as is as possible, time-heavy aspects, like report writing or progress meetings, are set apart to try and avoid excessive workload.
- Trust staff.

We have a named governor for health and well-being and a Health and Well-being Faculty, which meet to implement and monitor the procedures for supporting emotional well-being within our school.

Monitoring and evaluation

Provision across the school is monitored by the Headteacher and the Health and Well-being Faculty.

The Faculty and Mental Health Lead, together with the Headteacher, will provide support and advice to members of our school community about the provision and implementation of pastoral care in school. Regular staff meetings and full governor meetings provide regular opportunities for the quality of care to be evaluated and developed.

We want all staff to be confident in their knowledge of mental health and well-being and to be able to promote this throughout the Federation.

We have several members of staff, across both schools, which have received training in the Mental Health Champions Foundation Programme.

Supporting and promoting mental health and well-being of staff is an essential component of a healthy school. Within the Stukeley Federation we promote opportunities to maintain a healthy work life balance. Staff are supported pastorally and have access to external support systems.

We believe that whilst we may have a well-being lead, everyone is potentially a well-being leader. All staff help to promote positive mental health and to understand the protective and risk factors for mental health. Some children will require additional help; staff have a general understanding of the warning signs of mental health problems and ensure that children with mental health needs get early intervention and the support they need.

Key staff supporting Mental Health within the Stukeley Federation

Named Mental Health Lead – Michele Holliday and Rachel Cook

Deputy Mental Health Lead – Felicity Stanberry

Named Mental Health Governor – Iain Braid

Our Mental Health Lead, Deputy Mental Health Lead, Faculty and Governor:

- Lead and work with all staff to co-ordinate whole school activities to promote positive mental health and well-being.
- Provide teaching materials to support PSHE sessions and advice on mental health.
- Provide advice and support to staff and organises training and updates.
- Our Mental Health Lead is the first point of contact with mental health services and makes individual referrals to them.

Many behaviours and emotional problems can be supported within the school environment, or with advice from external professionals.

Early identification

We aim to identify children with mental health needs as early as possible to prevent things from getting worse, we do this in different ways including:

- Teaching resources including: PSHE Association resources, Healthy Minds resources, Action for Happiness resources plus any resources signposted by other agencies (Working Together Team, Specialist Teaching Team etc.)
- Changes in patterns may give warning signs and could indicate that a child or an adult are experiencing mental health or emotional well-being issues. In relation to children, teaching and support staff are responsible for reporting concerns about individuals to designated adults within the school. There may be changes in:

Attendance

Punctuality

Relationships

Approach to learning

Physical indicators

Behaviour patterns

Family circumstance (including recent bereavement)

Health indicators

Possible warning signs include:

Changes in eating/sleeping habits

Becoming socially withdrawn

Changes in activity and mood

Talking about self-harm or suicide

Expressing feelings of failure, uselessness or loss of hope

Repeated physical pain or nausea with no evident cause

An increase in lateness or absenteeism

Assessment, interventions and support.

All concerns are reported to the designated adults within school and needs are assessed through a triage approach, with SLT and class teachers, to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

Working with parents and carers.

Parents or carers can approach their child/children's class teacher if they have mental health concerns. This will be cascaded to the Mental Health Lead for assessment.

To support parents and carers we will:

- Provide information online via www.williamstukeley.lincs.sch.uk or Deeping-St-Nicholas.lincs.sch.uk on mental health issues and local well-being and parenting programmes.
- Share ideas about how parents and carers can support positive mental health in their children.
- Make our emotional well-being and mental health policy easily accessible to parents.
- Keep parents informed about the mental health topics taught in PSHE and share ideas for extending and exploring this at home.

When a concern has been raised, Stukeley Federation teachers or Mental Health Lead will:

- Contact parents to discuss the outcome of any assessment (Although there may be cases, whereby parents and carers cannot be involved due to child protection issues.)
- Discuss any relevant referrals to external agencies – possibly through an Early Help Assessment.
- Signpost parents to further information or provide resources to take away.
- Discuss how parents can support their child through strategies or signposts to parenting support groups. *Please note we can make the referrals, but this does not guarantee support.*

Working with specialist services.

As part of our targeted provision, the school will work with other agencies to support children's emotional health and well-being. Your child may be referred to one of the following services for additional support.

- CAMHS
- Healthy Minds
- Behaviour Outreach Support Services (BOSS)
- School Nursing Service
- Children's Services
- Therapists
- Counselling services

The mental health and well-being policy is on the school website and hard copies are available on request.

This policy applies to the Federation as a whole, unless where specified. Where there are differences between schools, in the federation, these differences will be specified, where applicable