



Wren Spinney Community School

Mental Health and Wellbeing Policy

Approved by:

LGB

Date: January 2023

Last reviewed on:

January 2022

Next review due:

January 2024

Wren Spinney School

Across our trust, we are committed to supporting the mental health and wellbeing of all; including staff, students and families. 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 responsibility.

At Creating tomorrow we:

- Provide a nurturing, safe and supportive environment based on trusting relationships to:
 - Help everyone to understand and manage their emotions and feelings
 - Help everyone to feel comfortable in sharing any concerns or worries
 - Help everyone to form and maintain relationships
 - Develop self-esteem and self-worth
 - Encourage everyone to be confident and celebrate their individuality
 - Help students to develop emotional resilience and to manage setbacks
 - Provide a structured approach to education about relationships, sex and health
 - Support parents as partners in their child's learning and development

Purpose

This policy sets out the approach that Wren Spinney Community School takes when managing mental health and wellbeing of all stakeholders.

The aim is to ensure that mental health and wellbeing is at the heart of everything we do, all stakeholders are supported and that Wren Spinney and Creating Tomorrow Trust are an employer of choice.

It is intended that this policy underpins the approach to all school policies and as such is the underlying ethos to everything we do.

Mental Health and Wellbeing Policy

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The Importance of Mental Health and Wellbeing

Recent research by the mental health foundation has shown that mental health problems affect about 1 in 10 children and young people. Statistics show that 70% of children who experience a mental health problem have not had support at an early age or the opportunity to build and develop their resilience. As a school, we recognise the need to ensure mental health problems are identified early and appropriate

support is provided.

At Wren Spinney Community School, we aim to promote positive mental health and wellbeing of every member of our school community and recognise how important mental health and wellbeing is to our lives, as is physical health. We recognise that a young person's mental health and overall wellbeing can affect their learning and achievement.

A key aspect of our role in school is to ensure that everyone is able to manage times of change and stress and that they are supported to reach their potential or access help when they need it. This includes teaching, support, advice and guidance about how they can 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.

Our aim is to help develop the protective factors which build resilience to mental health problems and to be a school where:

- Everyone is valued as unique individuals
- Everyone feels a sense of belonging and feels safe
- Everyone knows they are able to talk openly, if they choose, about things that affect their mental health and wellbeing without feeling any stigma
- Positive mental health is promoted and valued
- Respect and tolerance are expected
- Everyone is supported to access help

Policy Aims

The Policy aims to:

- Promote positive mental health and wellbeing of all
- Promote an open culture which increases understanding and awareness of common mental health issues
- Provide support to staff in the workplace
- Provide support to staff working with students with mental health issues
- Provide support to students experiencing ill mental health, including support for their peers and parents

Definition of Wellbeing

'Mental health is a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to her or his community. Mental health includes our emotional, psychological and social wellbeing. It affects how we think, feel and act.' (World Health Organisation)

Mental health and well-being are not just the absence of mental health problems. We want everyone to:

- Be confident Individuals
 - Be solution-focused to resolve problems, either personal or with others, for themselves
 - Manage strong feelings such as frustration, anger and anxiety

- Be successful Learners
 - Be able to promote calm, optimistic states that support the achievement of goals
 - Recover from setbacks and persist in the face of the difficulties
 - Work and play co-operatively
 - Compete fairly and win, and lose with dignity and respect for other competitors

- Be responsible citizens
 - Make and sustain friendships
 - Deal with and resolve conflict effectively and fairly
 - Recognise and stand up for their rights and the rights of others
 - Understand and value the individual differences, celebrating diversity and respect the rights of others to have beliefs and values different from their own.

Taking a Whole School Approach

We take a **whole school approach** to effective practice, and provision is in place that promotes positive emotional wellbeing and mental health of staff, students and parents. This is achieved by:

- Creating an ethos, policies and behaviours that support positive mental health and resilience and which everyone understands.
- Helping everyone to develop social relationships that support each other and seek help when they need it.
- Helping students to be resilient learners.
- Teaching students social and emotional skills and an awareness of mental health.
- Early identification of children who have mental health needs and planning to support their needs, including working with specialist services.
- Effectively working with parents and others.
- Supporting and training staff to develop their skills and own resilience.
- Developing an open culture that encourages discussion and understanding of mental health awareness.

We promote a mentally healthy environment through:

- Promoting our core values and encouraging a sense of belonging.
- Promoting student voice and opportunities to participate in decision-making.
- Celebrating academic and non-academic achievements.

- Providing opportunities to develop a sense of self-worth through taking responsibility for themselves and others
- Providing opportunities to reflect.
- Access to appropriate support that meets needs.
- Creating a whole school community that upholds kindness, values difference and promotes inclusion.

Curriculum Provision

Positive wellbeing is promoted through the curriculum and all school activities.

We plan whole school events throughout the year that promote the awareness of good mental health and during these events, the focus is on mindfulness and resilience, and the purpose is to teach the students strategies for dealing with anxiety and coping with changes. Students have the opportunity to raise difficult issues which feed into planning for future learning.

Where there is a need for more specialised targeted approaches to support vulnerable students there is access to our clinical psychologist or they will be referred to outside organisations such as CAMHs.

Working in Partnership with Parents

At Wren Spinney, we understand and value the need to work closely with families to ensure that the school's health initiatives meet the needs of our students. We value the important contribution made by families and appreciate the need to proactively engage parents/carers and families in the health of their children. We seek to establish and maintain strong partnerships with families, outside agencies and the wider community to promote consistent support for children's health and wellbeing.

To support families, we are:

Working with Other Agencies and Partners

As part of our targeted provision the school will work with other agencies to support children's emotional health and wellbeing including:

- The School Nurse
- Educational Psychology services
- Children's Social Services
- Behaviour support services (including Community Team for People with Learning Difficulties)
- Paediatricians
- CAMHS (Child and Adolescent Mental Health Service)

Training

We are committed to high quality, ongoing professional development on emotional wellbeing and mental health. All staff will receive regular training linked to recognising and responding to mental health issues. Specific issues will be covered through specialist training as appropriate.

Wellbeing in our Trust

The responsibility for managing Mental Health and Wellbeing can be challenging and so this document aims to set out procedures to be followed.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have.

We are all affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to reducing workload
- Supportive and professional working environments
- Employee support programs
 - o Health Assured (confidential counselling support available through your Perkbox account).
 - o The Teacher Support Line telephone number 08000 562561 or website www.educationsupport.org.uk

Policy Development and Review

This policy will be reviewed in consultation with staff, students, families, governors / trustees and professionals involved in mental health and wellbeing. Key stakeholders involved at the time in the school's work in this area will review it.