



About this document:

Mental Health and Wellbeing Policy

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.

Complied by: Headteacher	Date: June 2025
Committee:	Date agreed by Trustees:
Review Cycle: 2 years	Review Date: June 2027

Wellbeing in our Trust

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.

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

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
 - Health Assure (confidential counselling support available through Perkbox account).
 - Education Support: telephone number 08000 562561 or website www.educationsupport.org.uk

Contents

Item	Contents	Page
1	Intent and Aims	4
2	Legislation and Statutory Guidance	4
3	Procedures	4
4	Roles and Responsibilities	6
5	Monitoring Arrangements	6
6	Links with other Policies	6

1. Intent and Aims

This policy aims to ensure that:

- Suitable education is arranged for students on roll who cannot attend school due to health needs
- Students, staff, and parents understand what the school is responsible for when this education is being provided by the local authority

2. Legislation and Guidance

This policy reflects the requirements of the Education Act 1996.

It is also based on guidance provided by Northamptonshire County Council, entitled Ensuring a Good Education for Children who Cannot Attend School Because of Health Care Needs (March 2019).

This policy complies with our funding agreement and articles of association

3. Procedures

All schools within Creating Tomorrow academies Trust take their responsibilities towards their students seriously and follow the good practice derived from 'Ensuring a good education for children who cannot school because of health needs' (DfE 2013)

Initially, the school will attempt to plan to deliver suitable education for children with health needs who cannot attend school.

The class teacher will provide work packs and provide opportunities for remote learning. This will be overseen by the Deputy Headteacher.

Families have a key role to play in the education of their child and can provide key information to ensure the teaching is successful and so as soon as a concern that education is / may be disrupted a meeting will be convened so that support and arrangements can be planned to ensure any disruption to learning is minimised. In the case of children who are looked after, the local authority and primary caregivers will fulfil this role. Children themselves will be involved in the decision-making process, appropriate to age and maturity.

The school will liaise with families to plan the return to school which, for example, may include a phased return to build stamina for the school day.

Wren Spinney School

Children with Health Needs who Cannot Attend School Policy

If the school cannot make suitable arrangements, North Northamptonshire Local Authority will become responsible for arranging suitable education for these children.

Within North Northamptonshire, the named NNCC officer with responsibility for the education of children with additional health needs is Gwyn Botterill.

The responsibility for the education provision for children with additional health needs that cannot be met in a school setting has been delegated to the Hospital and Outreach Education (HOE). HOE and the referring school will decide how best to support the child, this could be via HOE or by the school with additional support and advice.

HOE may provide appropriate education or may provide advice to the school on the best way to support any student with additional health needs, once requested by the school, and as soon as it is clear that the child will be away from school for 15 days or more or is too unwell to access education at school. The 15 days can be consecutive or cumulative within a 12-month period.

HOE will retain useful links with schools and ensure that they are aware of their responsibilities so that children can be reintegrated back into school as quickly and smoothly as possible. Schools will be expected to maintain contact with the student and their families through emails, letters, newsletters and invite to school events etc.

In cases where the local authority makes arrangements, the school will:

- Work constructively with the local authority, providers, relevant agencies, and parents to ensure the best outcomes for the pupil.
- Share information with the local authority and relevant health services as required
- Help make sure that the provision offered to the pupil is as effective as possible and that the child can be reintegrated back into school successfully When reintegration is anticipated, work with the local authority to:

Plan for consistent provision during and after the period of education outside the school, allowing the pupil to access the same curriculum and materials that they would have used in school as far as possible.

Enable the pupil to stay in touch with school life (e.g. through newsletters, emails, invitations to school events or internet links to lessons from their school)

Create individually tailored reintegration plans for each child returning to school

Consider whether any reasonable adjustments need to be made

4. Roles and Responsibilities

The policy will be reviewed by the Headteacher.

5. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the full governing board.

Links with other Policies

- Wellbeing
- Relationships
- Accessibility plan
- Supporting pupils with medical conditions
- Learning and Teaching
- Attendance