

Liscard Primary School



Mental Health and Well-being Policy

September 2022

Definition:

"Mental health is a state of well-being 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 make a contribution to her or his community" (World Health Organisation 2014).

At Liscard Primary School we recognise that mental health is everyone's business. We all have times where we feel worried, stressed or frightened. Most of the time these feelings pass, but sometimes they develop into a more serious issue. This could happen to any one of us. We recognise that mental health is just as important as physical health. We believe it is crucial to reduce the stigma attached to mental health problems and understand that everyone is different. The mental well-being of our whole school community is a key part of our vision and values and we strive to promote positive well-being for all. We understand that good mental health can be eroded by risk factors, and, supported by protective factors. As a school, we endeavor to support our children to achieve good mental well-being in order to be the most successful learners they can be. We know that a child's emotional well-being affects their cognitive behaviour.

The Mental Health policy will work alongside the following policies to support the health, safety and well-being of our children:

- Safeguarding and keeping children safe policy
- SEND policy
- Behaviour policy
- RSHE and PHSE policy
- Attendance policy
- Accessibility plan
- Anti-Bullying policy
- Children missing education policy
- Equality and diversity policy
- Online safety policy

How we support Mental Health and Well-Being at Liscard Primary School - A Whole School Approach

Ethos and Environment

We strive to create a nurturing and compassionate environment where everyone feels welcomed and that others are approachable. Staff have an open door policy with each other, children and families. Displays around the school celebrate children's achievements and share strategies for developing positive mental health and well-being. Our vision and values promote a sense of belonging where children and staff respect each other and everyone is working together towards a shared goal. Regular Mental Health weeks raise the profile of mental health and ensure children can talk about their own mental health and the well-being of others.

Curriculum - teaching and learning

Mental Health lessons are taught discreetly through the PHSE curriculum in all year groups. Children learn how to recognise the signs of poor mental health and what can be done to keep staff and children in good staff mental health. We believe it is essential for children to have the skills to recognise mental ill health in themselves and others, just as they can recognise physical ill health. As well as being taught as discreet lessons, much of the work in others areas of the curriculum opens up discussions about mental well-being including work on famous people in history, characters in books and the lives of people in other countries. Through our weekly class councils and daily mindfulness lessons, the children learn about the importance is keeping mentally well. We endeavour to instill resilience in our children in all areas of the curriculum. We encourage perseverance, learning from mistakes and developing a positive mind-set.

Leadership and Management

The well-being of the children of Liscard Primary School is everyone's responsibility. It is also the role of the Senior Leadership Team (SLT) to support the well-being of all members of staff. This involves enabling others to achieve career goals, the training necessary to do their job successfully and providing support when it is needed. We subscribe to the Health Assured Employee Assistance Program which offers free counselling sessions and practical support for all staff members. SLT and middle leaders are trained mental health first aiders. The SLT take an overview across the school, and family support workers will offer additional support when needed.

Working with families

At Liscard Primary School, we understand how working with families is fundamental to everything we do. Our family support workers communicate closely with families that need support and offer coffee mornings for parents and carers who need a safe space to talk. As a school, we work hard to support whole families, particularly when they are having difficulties. This may be something as simple as a listening ear, or a referral for more specialist support.

Pupil Voice

Children who believe they have a voice in school are seven times more likely to be motivated to learn. We know how important it is for the children's mental health for them to feel like they are able to suggest ideas and make changes. All staff receive regular training to ensure they are able to recognise signs of mental ill health in children and how to support children through bereavement, or other life changes. We have a group of children within school who have been trained by the Mental Health Support Team (MHST) to become Mental Health and Well-being Ambassadors. They meet regularly as a group to talk about their role in school and changes that they would like to see. We also have a school council that meet regularly and a team of Anti-Bullying Ambassadors.

Identifying need and monitoring impact

At Liscard Primary School, we have a variety of interventions available to support children's mental health and well-being. Children who are identified for intervention work will be asked to score their feelings before and after the intervention to assess the impact. The children are asked what they would like to achieve from the intervention and are part of the target setting process. These targets are recorded and reviewed with the children at the end of the

intervention. Interventions that are taking place can be seen in the activities section of this policy. We are currently working towards a Well-being Award for School with The Awards Place. As part of the award we are completing an audit to see where improvements need to be made. This audit will be completed by staff, children and families.

Targeted support

At Liscard Primary School, we understand that sometimes the children's needs go above and beyond what we can offer them. When this happens, a range of options will be discussed with families. Support beyond school can include:

- Child and Adolescent Mental Health Services (CAMHS) consultation made by a member of staff or a parent/carer. Advice is given over the phone and follow up information packs can be emailed. Occasionally a consultation can be accepted as a referral, if the child's need is considered urgent enough
- Referral to MHST to support individual or groups of children
- School can refer to the Educational Psychology service where issues around mental health are having a significant impact on learning and children's well-being.
- If appropriate Mrs. Rachel Squirrell (SENDCO) will arrange a consultation with an Educational Psychologist to gain advice on how best to support a child. Parents' consent will be obtained for this.
- MHST newsletter is shared on class dojo with parents to offer support.

Staff development

At Liscard Primary School, we want all staff to have a good knowledge of mental health and well-being. All staff have had training from the ADHD foundation on neurodevelopmental conditions and how these can affect children's mental health. Staff have learnt mindfulness techniques both for personal use and to teach the children. All middle leaders and SLT have been trained as Mental Health First Aiders and throughout the year, staff receive refresher training during staff meetings.

All staff are responsible for supporting and promoting good mental health and emotional well-being of children, staff and families.

Supporting Children's Mental Health and Well-being at Liscard Primary School

small group activities	whole class activities	whole school activities
<ul style="list-style-type: none"> • Small group interventions such as Time to Talk/Socially Speaking and bespoke interventions • Extended transition plan for Y6 going to secondary school • Next Steps cards to support children to identify issues and move forwards with them • Managing anger • Social communication/friendship groups • Regular brain breaks during lessons including exercises breaks • Lunch time nurture clubs • Special arrangements for children who struggle to manage lunchtimes • ELSA sessions - 1:1 and small groups • MHST - 1:1 and small groups • Reasonable adjustments for children who need support • Six Bricks intervention • Lego Therapy • Individual children and small groups working on play therapy based activities when they are struggling to cope within the classroom. 	<ul style="list-style-type: none"> • Daily mindfulness sessions • Mental Health week activities • PSHE lessons in mental health • Class council sessions and discussions • Worry boxes in all classrooms • Emotions boards • Golden mile for extra exercise • Forest Schools sessions • Clubs such as choir, gardening club, sports clubs for children to join • Good relationships between children and staff to enable children to feel there is always someone they can talk to • Areas in classroom for children to take brain breaks/calming down time 	<ul style="list-style-type: none"> • Breakfast club to support vulnerable children and families • Assemblies to promote positive mental well-being and celebrate neurodiversity • Mental Health Week celebrations • NSPCC assemblies and pants discussions • Anti-Bullying week celebrations • Displays around school • Mental Health and Well-being Ambassadors/Anti-Bullying Ambassadors/Subject Ambassadors/School Council representatives • P4C activities • Weekly class councils discussing current issues • Training for parents advertised on Class Dojo from a range of agencies. • Rights Respecting School • School of Sanctuary

To conclude, we are passionate about ensuring children, staff and families are valued, feel safe and have a sense of belonging at Liscard Primary School. We want members of the whole school community to be able to talk to each other about their problems without stigma. Liscard Primary School will be a school where positive mental health is promoted and valued by all stakeholders.

As the Department of Education states, "in order to help their children succeed, schools have a role to play in supporting them to be resilient and mentally healthy" (October 2019).