

**St Kenelm's  
C of E Primary School**



**Mental Health & Wellbeing  
Policy**

**January 2025**

Respect, Honesty, Friendship, Compassion, Thankfulness, Wisdom

## Our Vision, Values and Ethos

### Our Vision

# Nurturing each and all. Guiding, Trusting, Inspiring and Celebrating.

(The Parable of the Lost Sheep, Matthew 18. 10-14)

*Our vision is to celebrate and support all individuals on their life journey within a Christian ethos. We aim to provide a nurturing environment inspiring all to achieve their full potential and flourish through personal discovery within a caring, trusting community.*

### Our Values

***Respect, Honesty, Friendship, Compassion, Thankfulness & Wisdom.***

Values are fundamental expressions of what we think and believe. As a school we encourage children to think about personal and social values and to develop their capacity to be active and effective citizens.

### Our Ethos

St Kenelm's School demonstrates the major Christian values in the ways children are cared for and in the care and respect the children are expected to show towards all other people, the world beyond the school and their immediate surroundings. As a school, we celebrate the diversity of the wider community and are committed to the principles of inclusion and equal opportunity.

Being kind, helpful and tolerant to each other in line with New Testament teaching underpins the school's ethos.

Following Jesus, our Good Shepherd, our hope is that children will grow into good shepherds themselves; treating each other with love, kindness, care and respect, as they would want to be treated themselves.

# MENTAL HEALTH AND WELL-BEING POLICY

## Defining Mental Health

Mental Health is:

*“.....the emotional and spiritual resilience which enables us to enjoy life and survive pain, suffering and disappointment. It is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance.”*

World Health Organisation

## Introduction

### Why mental health and well-being is important

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 intervene early and to support our pupils emotional well-being and mental health.

The Department for Education (DfE) recognises that, “in order to help their children succeed; schools have a role in supporting them to be resilient and mentally healthy”. Schools can be a place for children and young people to experience a nurturing and supportive environment that has the potential to develop self-esteem and give positive experiences for overcoming adversity and building resilience. The Church of England Vision for Education: Deeply Christian, Serving the Common Good, also emphasises how nurturing the health and well-being of pupils is a key feature of holistic education.

This policy describes the school’s approach to promoting positive mental health and wellbeing. This Policy is intended as guidance for all staff including non-teaching staff and governors. It should be read in conjunction with our policies for Supporting Pupils with Medical Needs in cases where a child’s or staff member’s mental health overlaps with or is linked to a medical issue; the SEND Policy where a pupil has an identified special educational need; our Safeguarding Policy; and Anti-bullying Policy

At St Kenelm’s Primary School, we aim to promote positive mental health and well-being of every member of our school community and recognise how important mental health and well-being is to our lives, as is physical health. We recognise that children’s mental health and overall well-being can affect their learning and achievement.

A key aspect of our role is to ensure that children are able to manage times of change and stress, and that they are supported to reach their potential or access help when they need it. We also have a role to ensure that children learn 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.

## Who is covered by this Policy?

This policy applies to all pupils who attend, and all staff who work at St Kenelm's Primary School irrespective of role. This policy encourages the mental health and wellbeing for all staff and children.

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

- All children are valued as unique individuals
- Children have a sense of belonging and feel safe
- Children feel able to talk openly with trusted adults about their problems without feeling any stigma
- Positive mental health is promoted and valued
- Bullying is not tolerated
- Parents are supported and can access help

## Aims of the Policy

### General:

- Promote positive mental health and wellbeing of all staff and children
- 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 children with mental health issues
- Provide support to children suffering from mental health and 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 make a contribution 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 is not just the absence of mental health problems. We want all children to:

- Be effective and successful learners
- Make and sustain friendships
- Deal with and resolve conflict effectively and fairly
- Solve problems with others for themselves
- Manage strong feelings such as frustration, anger and anxiety
- 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 cooperatively
- Compete fairly and win and lose with dignity and respect for other competitors
- Recognise and stand up for their rights and the rights of others
- Understand the differences and commonalities between people, respecting 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 promote positive mental health and well-being. Our vision is for all pupils and adults to flourish. This is achieved by:

- Creating an ethos, 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.
- Helping children be resilient learners.
- Teaching children 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.

Our school's Christian character contributes to the personal development and well-being of all learners. The Christian vision of the school supports the well-being of pupils to develop their spiritual growth and moral understanding.

We promote a mentally healthy environment through:

- Promoting our core Christian 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 self-worth through taking responsibility for themselves and others.
- Providing opportunities to reflect.
- Access to appropriate support that meets their needs.
- Creating a whole school community that upholds kindness, values difference and challenges exclusion.

## Curriculum and Nurture Provision

Positive wellbeing is promoted through the curriculum and all school activities. At St Kenelm's, we use SCARF, a comprehensive scheme of work for PSHE and Well-Being education. Through a carefully planned approach to PSHE & Citizenship our pupils are helped to acquire the knowledge and develop the skills and understanding they need to lead confident, healthy, independent lives, and to become resilient, informed and responsible citizens. The SCARF programme divides the year into 6 themed units:

1. Me and My Relationships: includes content on feelings, emotions, conflict resolution and friendships;
2. Valuing Difference: a focus on respectful relationships and British values;
3. Keeping Myself Safe: looking at keeping ourselves healthy and safe;
4. Rights and Responsibilities: learning about money, living in the wider world and the environment;
5. Being My Best: developing skills in keeping healthy, developing a growth mindset (resilience), goal-setting and achievement;

6. Growing and Changing: finding out about the human body, the changes that take place from birth to old age and being safe.

In addition, whole school approaches such as assemblies and circle time sessions are used to further develop the pupils' knowledge of strategies. Whole school events are held including Children's Mental Health Week in February, Mental Health Awareness Week in May and Anti-bullying Week in November. During these events, the focus is on mindfulness and resilience and the purpose is to teach the pupils' strategies for dealing with anxiety and coping with changes. Children will have the opportunity to raise difficult issues and as a result these will be acted on and a debrief provided. A Sport & Health Week is held annually in the Summer term.

When pupils require additional support for social, emotional and/or mental health, our trained ELSA provides nurture and ELSA sessions that are personalised to individual needs.

Where there is a need for more specialised, targeted approaches that support vulnerable children, the SENDCO will make a referral to outside organisations such as CAMHs.

### Identifying Needs and Warning Signs

As a school, we want to ensure that we have clear systems and processes in place for early intervention and identification of mental health problems, and that a referral to experienced skilled professionals is made. Staff know pupils well and are on the constant look out for any signs that children are upset, appear anxious or worried, or are acting 'out of character'. Negative experiences and distressing life events can affect mental health in a way that brings about changes in a child's behaviour or emotional state. This can include:

- Emotional state (fearful, withdrawn, low self-esteem)
- Behaviour (aggressive or oppositional; habitual body rocking)
- Interpersonal behaviours (indiscriminate contact or affection seeking; overfriendliness or excessive clinginess; demonstrating excessively 'good' behaviour to prevent disapproval; failing to seek or accept appropriate comfort or affection from an appropriate person when significantly distressed; coercive controlling behaviour; or lack of ability to understand and recognise emotions).

These warning signs will always be taken seriously and staff will discuss their concerns with the Designated Safeguarding Lead or SENDCO.

Early intervention to identify issues and provide effective support is crucial. The school's role in supporting and promoting positive mental health and wellbeing can be summarised as:

- **Prevention:** Creating a safe and calm environment where mental health problems are less likely, improving the mental health and well-being of the whole school population, and equipping children to be resilient so that they can manage the normal stress of life effectively. This will include teaching pupils about mental well-being through the curriculum and reinforcing this through our ethos and other school activities.
- **Identification:** Recognising emerging issues as early and accurately as possible.
- **Early support:** Helping children to access evidence based early support and interventions.
- **Access to specialist support:** Working effectively with external agencies to provide swift access or referrals to specialist support and treatment.

## Pastoral Organisation for Staff and Staff Wellbeing

Pastoral support for all members of the school community is fundamental to the aims and philosophy of St Kenelm's Primary. We believe that a well-supported, valued staff team with a clear and shared purpose are best placed to provide emotional well-being for children in their care. Members of our community meet to support the school's work around mental health and emotional wellbeing.

To ensure staff wellbeing, these principles are followed:

- Leaders act as positive role models
- Senior Leaders ensure that the school environment promotes staff wellbeing
- Decision making processes are understood and supported by staff
- Opportunities are provided for staff to socialise and relax with each other
- New staff are supported with an appropriate level of induction
- Leaders promote an open listening culture that responds quickly to problems
- Maintenance of quality staff facilities
- The regular and systematic monitoring of staff absences
- Access to LA confidential counselling and support services

## Working in Partnership with Parents

At St Kenelm's Primary School, we understand and value the need to work closely with parents to ensure that the school's health initiatives meet the needs of our pupils. We value the important contribution made by parents and appreciate the need to proactively engage parents and families in the health of the 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 parents, we:

- Highlight sources of information and support about mental health and wellbeing on our school website.
- Ensure that all parents are aware of who to talk to, and how to go about this, if they have concerns about their child.
- Make our Mental Health and Wellbeing Policy easily accessible to parents.
- Share ideas about how parents can support positive mental health in their children.
- Keep parents informed about the mental health topics their children are learning about in PSHE and share ideas for extending and exploring this learning at home.

## 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
- Behaviour support services
- Paediatricians

- CAMHS (child and adolescent mental health service)

### Policy Links

This policy is to be read in conjunction with the following other policies and documents:

- SEND Policy
- Behaviour Policy
- Safeguarding Policy
- Anti-Bullying Policy



Signed on behalf of the school .....

Signed on behalf of the governors .....

**Date:** January 2025

**Date to review:** January 2027