



**Ivington C of E
Primary and
Pre-school**

*Reaching together with the Fruit of the
Spirit (Galatians 5:22-23)*

Mental Health and Wellbeing Policy

Approval of the Governing Body

This document is a statement of the aims, principles and strategies for:

Mental Health and Wellbeing

at

Ivington CR (VA) Primary and Pre-school

It was produced during the:

Spring Term 2023

It has been agreed and is supported by the teaching staff and the governing body

We aim to review this policy during the:

Spring Term 2026

Or sooner if necessary



Linking with our Vision – Reaching together with Love, Joy and Peace (Galatians 5:22-23)

To provide a caring, Christian ethos for the school, which inspires and excites a shared enthusiasm for life and learning.

At Ivington CE Primary and Pre-school, through our strong Christian ethos and focus on nine important Christian values, we are committed to providing a deeply nourishing, spiritual, ambitious, and broad curriculum.

Our motto, 'Reaching together' underpins our belief in equality of opportunity for all, where we actively endeavour to promote understanding and appreciation of our diverse society and give each child a special place in the world where they feel valued, essential to our community and equipped with the necessary skills to make a positive contribution.

We perceive our role to be opening a 'Window on the World', through which our pupils are actively encouraged to develop respect for the beliefs and cultures which enrich their everyday lives and encourage others to do likewise.

We strive to eliminate inequality through our deep Christian ethos of respect and understanding of all groups in society, which ensures that everyone at Ivington will be treated fairly despite his or her creed, colour, disability, or gender.

More details are available in our Inclusion, Racial Equality and Equal Opportunities policies.

The health, safety, and welfare of all the people who work or learn at our school are therefore of fundamental importance. We aim to provide a safe, secure, and pleasant working environment for everyone. The governing body, along with the LA, takes responsibility for protecting the health, safety and welfare of all children and members of staff.

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 Organization)

At Ivington we are committed to supporting the emotional health and wellbeing of our children and staff. We pursue this aim using both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable children. A positive mental health is everybody's business and we all, within the school community, have a role to play.

In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. In an average classroom, three children will be suffering from a diagnosable mental health issue. By developing and implementing practical, relevant and effective mental health policies and procedures we can promote a safe and stable environment for pupils affected both directly and indirectly by mental ill health.

At Ivington we:

- help children to understand their emotions and feelings better
- help children feel comfortable sharing any concerns or worries
- help children socially to form and maintain relationships
- promote self-esteem and ensure children know that they count
- encourage children to be confident and 'dare to be different'
- help children to develop emotional resilience and to manage setbacks.

We promote a mentally healthy environment through:

- promoting our Christian values and encouraging a sense of belonging
- promoting the child's 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

- **access to appropriate support that meets their needs**

We pursue our aims through:

- universal, whole school approaches
- support for children going through recent difficulties including bereavement
- specialised, targeted approaches aimed at children with more complex or long term difficulties, including attachment disorder.

This document describes Ivington'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 Medical Policy in cases where a child's mental health overlaps with or is linked to a medical issue and the SEND policy where a child has an identified special educational need.

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:

- Rhiannon Thomas (Inclusion Lead, SENDCo, Designated teacher for LAC)
- Melanie Smith (Headteacher, Designated Safeguarding Lead, Mental Health Lead)
- Pam Chambers (Designated Safeguarding Lead, Thrive Practitioner, Family Support)
- Nichola Lewis (Deputy Head, Designated Safeguarding Lead)

Teaching about Mental Health

The skills, knowledge and understanding needed by our children to keep themselves mentally healthy and safe are included as part of our PSHE JIGSAW curriculum. The specific content of lessons will be determined by the specific needs of the cohort we're teaching. We can also use the PSHE Association Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

Targeted Support

At Ivington, we offer support through targeted approaches for individual pupils or groups of children which may include:

- Circle time approaches or 'Sunshine Circle' activities

- Managing feelings resources e.g. 'chatter boxes'
- Managing emotions resources such as 'the incredible 5 point scale'
- ELSA (Emotional Literacy Support Assistants) support groups
- Therapeutic activities including art, lego and relaxation and mindfulness techniques.
- Drawing and Talking
- Nurture Class intervention
- Zones of Regulation

It is not the job of the staff to diagnose any mental health issues, just to recognise warning signs and alert the Designated Safeguarding Lead team and the Mental Health Lead so that the child can be signposted to the correct professional.

Signposting

We will ensure that staff, children and parents are aware of what support is available and how to access further support.

Identifying needs and Warning Signs

All staff will monitor the wellbeing of their children and record (using Scholarpack) any difficulties such as:

- Attendance
- Punctuality
- Relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstances
- Recent bereavement
- Health indicators

Staff may also become aware of warning signs that may suggest that a child is experiencing mental health or wellbeing difficulties. This should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the DSL/ DDSL's or the Mental Health and Wellbeing lead as appropriate.

Possible warning signs include:

- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking 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

Working with Parents

In order to support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing on our website and the Tuesday letter
- Share and encourage parents to access sources of further support
- Make our Mental Health and Wellbeing policy easily accessible to parents
- Ensure that all parents are aware of who to talk to if they have concerns about their child
- 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, we will work with other agencies to support children's emotional health and wellbeing including:

- The School Nurse
- Butterflies
- Educational Psychology Services
- Behaviour Support
- Paediatricians
- CAMHS (child and adolescent mental health service)
- Counselling services such as The CLD Trust
- Family Support Workers - Vennture, Home Start
- Therapists

Training

As a minimum, all staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep students safe. They will complete this training using [The Safer Schools App](#). The MindEd learning portal provides free online training suitable for staff wishing to know more about a specific issue. Training opportunities for staff who require more in-depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations with one or more children.

Mental Health and Wellbeing in staff

At Ivington, our caring ethos and environment will have a major impact on the wellbeing of its staff and children. It is important for leaders to define that culture and vision, making it clear what behaviours, values and beliefs underpin it. It is important too for the Leadership Team to build a culture of trust where school staff feel valued, can be open about their health and wellbeing and know how to access support if they need it.

For all of this to happen, it is essential for the Headteacher, the Leadership Team and governors to model good mental health and wellbeing behaviour and practice. It is also important for leaders to remember to look after their own mental health and wellbeing alongside that of their staff.

Some procedures that are in place to support the mental health and wellbeing of staff are:

- **Employment Assist Programme including the Health Assistance opp**
- Supervision offered to staff
- Performance Management meetings focusing on the positive and setting of challenging but realistic targets
- A team approach promoted and all staff feeling involved when decision making about school
- A buddy up approach when completing tasks eg. curriculum teams
- A positive working environment eg. staff room is kept tidy
- Leadership Team to have an open door policy where staff feel they can go and talk
- ***A footer to emails 'I believe that an appropriate work-life balance is important therefore I am sending this message at a time that suits me. Please feel comfortable in knowing that I do not expect you to read, respond or action it outside of normal working hours'***

Please see our on-going Mental Health Action Plan – Appendix 1.