

**KETTLESHULME ST JAMES
CE (VA) PRIMARY SCHOOL**

**MENTAL HEALTH
AND WELL-BEING
POLICY**

SUMMER 2024

Review Date – Summer 2025

**Non-Statutory Policy – Strategy and
Resources Committee**

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)

Mental health affects all aspects of life and behaviour.

Who is covered by this policy?

This policy applies to all pupils who attend, and all staff who work at Kettlethulme St James CE (VA) Primary School, irrespective of role. This policy encourages the mental health and wellbeing for all staff and children.

Context and Rationale

Mental health and wellbeing promotes school success and improvements by:

- Establishing positive mental and emotional wellbeing by providing information and support
- Creating a shared understanding of all aspects of mental health
- Enabling those with negative mental health related issues to self-disclose and seek support in a safe confidential manner
- Offering guidance and strategies to support pupils and staff to be mentally healthy
- Creating a culture to support and maintain positive mental health and wellbeing

Aims of the policy

The purpose of this policy is to have:

- Resilient, happy and motivated pupils and staff who can get more out of life
- Pupils who are more engaged in the learning process
- Improved attainment standards in all subjects, including literacy and numeracy
- More effective teaching
- Parents and carers who are more involved in school life and learning
- Pupils with high self-esteem and confidence
- Pupils and staff who have a say in what happens at school
- More engaged learners
- Good concentration, behaviour and attendance
- Positive peer relationships
- High morale
- Low staff absenteeism
- Staff stability and contentment
- Positive and effective relationships between staff and pupils

To achieve the aims of this Policy, Kettlethulme St James Primary School will:

- Encourage and support the whole school community to be positive in its approach to mental health wellbeing
- Promote knowledge and understanding of both internal and external support services
- Provide guidance and support to all those connected with the school to help them
- Develop confidence to better manage mental health and emotional wellbeing
- Provide appropriate training and information to staff on mental health and emotional wellbeing in addition to other professional development
- Seek to integrate mental health and emotional support across the curriculum
- Keep this policy under review and make changes when legislation and best practice require.
- Address needs via mechanisms to support children and staff
- Promote a culture which supports and encourages self-disclosure
- Recognise that staff have the responsibility to alert others to potential and actual indicators of mental health needs and to take appropriate action whenever necessary. For pupils, through our Child Protection Online Management System (CPOMS) system and for staff, via their line manager or the Senior Leadership Team.
- Co-operate with other organisations involved in the delivery of mental health and emotional support services at Kettlethulme St James Primary School
- Observe the principles of confidentiality and data protection in respect of mental health and emotional wellbeing

Strategies

- PSHE Curriculum
- Friendship supports
- Celebration Worship
- Strong, positive and respectful relationships
- Nurture support and pastoral care
- Culture and ethos of 'HEART', and 'a loving branch from which to soar
- Employee Assistance Programme for staff
- School Council Meetings
- Consideration of wellbeing across the school by the Full Governing Board
- Stakeholder Surveys
- Staff Performance Management Reviews
- Appointment of a suitably trained Kettlethulme St James mental health lead
- Reflection of DfE and other relevant guidance in school policies and procedures
- Support for The Education Staff Wellbeing Charter
- Meeting statutory responsibilities under the Special Educational Needs and Disabilities (SEND) code of practice and Keeping Children Safe in Education (KCSiE)
- Support from Chester Diocese and local Parishes
- Flexible Working Policy
- Use of Workload Reduction Toolkit
- Adopting an approach that nurtures every child and member of staff as valued members of the Kettlethulme Family and providing the ability for them all to soar."