



## **Mental Health and Wellbeing Policy**

At Oakhill Primary School the promotion of positive mental health and wellbeing of staff and pupils is of upmost importance. We recognise the importance of creating a safe, supportive environment for all, where both staff and pupils are able to talk openly about their health and wellbeing if, or when, they need to.

At Oakhill we **intend** to

- create a culture of acceptance where positive wellbeing is promoted and modelled
- equip pupils, parents/carers and staff with the skills and resources to enable self-regulation, self-care and care of others
- educate pupils about mental health and wellbeing, understanding this as a life skill
- signpost pupils, staff and parents on how to access support from school and from external services
- intervene and provide support to pupils, parents/carers and staff in a timely way where appropriate

All staff have a responsibility to promote the positive mental health and wellbeing of pupils. Any concerns or observations about a child's safety and wellbeing must be recorded on CPOMs and shared with a member of PFST or SLT as soon as possible.

Positive mental health and wellbeing of **pupils** is promoted through:

- a school ethos and environment that promotes respect and values diversity
- student voice to enable children to share concerns or worries, and to influence decisions
- curriculum teaching and learning, which includes lessons on bullying, stereotyping, diversity, conflict, managing stress and mental health
- a trained pupil family support team
- working with parents/carers
- staff development and CPD
- targeted support and referrals
- access to an Education Mental Health Practitioner in school

Positive mental health and wellbeing of **pupils with SEN and/or a disability** is also promoted through:

- recognition that having special educational needs and/or a disability can result in mental health needs and issues with wellbeing which are highly individual but also include wider difficulties with loneliness, feelings of helplessness and low self-esteem
- joint working between SENCo and Pupil and Family Support Team
- ensuring that each pupil has a trusted adult with whom they can speak openly
- problem solving including addressing misconceptions in relationships and the world in general
- enabling pupil voice and an element of control in areas which are problematic

Positive mental health and wellbeing of **parents/carers** is promoted through:

- a trained pupil family support team

- positive relationships with parents/carers
- parent/carers courses
- phone numbers and websites of support are shared via Facebook
- parent/carers noticeboard with information about services
- targeted support and referrals

Positive mental health and wellbeing of **staff** is promoted through:

- a school ethos and environment that promotes respect and values diversity
- an SLT with an open door policy
- staff voice to enable all staff to share concerns or worries, and to influence decisions
- a reduction in unnecessary workload

### **Prevention and early intervention**

At Oakhill we understand the importance for prevention and early intervention to emotional health and wellbeing. We have a trained and dedicated pupil family support team who work with pupils and families. Our team have a good understanding of a range of mental health issues, how these may manifest themselves in people's behaviour and how to support this or, if necessary, where to signpost for support. CPD within the team is ongoing and covers a broad range of topics including, bereavement and domestic violence.

Through our curriculum and our positive values, we equip pupils to be resilient so that they learn to manage their emotions within their everyday lives. We aim to recognise emerging issues as quickly and accurately as possible and use CPOMs to record this. This, if necessary, and following discussions with the parent/carers, leads to early support and interventions within school. Children may work in small groups or individually with the PFST. Where required, we work with external agencies to provide swift access or referrals to specialist support and treatment.

An Education Mental Health Practitioner is deployed in school one day a week delivering support around emerging needs in pupils, to prevent escalation to more serious mental health needs.

Support for parents/carers is also offered through the PST. They have an open door policy and can provide information to agencies, charities and websites that may be able to help with parent/carers mental health and wellbeing.

The Senior Leadership Team are committed to the mental health and wellbeing of staff. There is an open door policy, where a member of the team is always available if an issue arises. There is work life balance and flexibility for wellbeing appointments and family celebrations within school time. Teaching staff at school can be supported through Occupational Health and the Dove service. If staff are concerned about the mental health and wellbeing about a colleague they are encouraged to talk confidentially to a member of SLT.

It is important that staff are alert to the signs of ill mental health. These signs may include, but are not exhaustive to:

- Isolation from friends, family and colleagues and becoming socially withdrawn;
- Changes in activity, mood or sleeping habits;
- Falling academic achievement;
- Talking or joking about self-harm or suicide;
- Expressing feelings of failure, uselessness or loss of hope;
- Secretive behaviour;

- An increase in lateness or absenteeism;
- Not wanting to do PE, or get changed for PE;
- Wearing long sleeves in hot weather;
- Drug or alcohol misuse;
- Physical signs of harm that are repeated or appear non-accidental;
- Repeated physical pain or nausea with no evident cause.

**REVIEW & AMEND AS NECESSARY ANNUALLY – JULY 2025 (MOST RECENT REVISION JULY 2024)**