



JAMES BATEMAN MIDDLE SCHOOL

“Where pupils achieve and excel”

MENTAL HEALTH AND WELLBEING POLICY

Dated	Approved	Review due
March 2022	24 March 2022	March 2023

"A healthy school ensures that when pupils are unhappy, anxious, disturbed or depressed there are open channels for them to seek or be offered support, without stigma and with appropriate confidentiality. A healthy school actively seeks to promote emotional health and well-being and helps pupils to understand their feelings".

Positive Mental Health and Emotional Well-being describes how we think, feel and relate to ourselves and others and how we interpret the world around us. It affects our capacity to manage, communicate, and form and sustain relationships as well as our ability to cope with change and major life events.

At James Bateman we work towards positive Mental Health and Wellbeing in the whole of our school community, for adults as well as children. We pursue this aim using both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable pupils.

In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. In an average classroom, three children may 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.

Scope

This policy should be read in conjunction with our medical policy in cases where a pupil's mental health overlaps with or is linked to a medical issue and the SEND policy where a pupil has an identified special educational need. It also links to the following policies: Anti-bullying and Behaviour, First Aid, PSHE, Child Protection, Safeguarding

The Policy Aims to:

- Promote positive mental health and wellbeing in all staff and pupils
- Increase understanding and awareness of common mental and emotional health issues
- Alert staff to early warning signs
- Provide support to staff, pupils and their families

Lead Members of Staff

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

- Kate Baggaley – Mental Health Lead
- Julie Simcock – Mental Health Lead Governor
- Kate Baggaley, Tracy Price, Annette Finch, Lee Pace - Designated Safeguarding Leads (DSL) and Deputy DSLs
- Jo Mountford – Child Mental Health First Aider
- Steph Fletcher - PSHE leader
- Jackie Shelley – Wellbeing Unit

Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the DSL/DDSL in the first instance and record their concerns on MyConcern. If there is a fear that the pupil is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the designated safeguarding lead.

Warning Signs

School staff may become aware of warning signs which indicate a pupil is experiencing mental health or wellbeing issues. These warning signs should **always** be taken seriously and staff observing any of these warning signs should communicate their concerns to Kate Baggaley via MyConcern.

Possible warning signs include: (this is not an exhaustive list)

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating / sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Talking or joking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Noticeable changes in appearance/behaviour/attitude
- Skipping PE or getting changed secretly
- Lateness to or absence from school
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Curricular and Extra-curricular Support

We support the mental health and wellbeing of all pupils through:

- A strong school ethos which empowers tolerance and respect, including respect for difference and diversity
 - High profile anti-bullying procedures and policy through corporate posters, assemblies and events
 - Establishing clear rules, routines and expectations about behaviour for learning and social cohesion.
 - Encouraging positive, caring and constructive relationships
 - Having active listeners, including assistants and adults other than school staff to whom a child may turn
 - Enhancing school and classroom layout, facilities and resources
 - Recognising the background of individual pupils and their physical, social and emotional needs
 - Consistent support for vulnerable children and those with SEND from trained teams of pastoral, learning support, teaching assistants and other agencies where appropriate.
 - A balanced curriculum with opportunities for intellectual, physical and expressive development
 - Using a range of teaching styles appropriate to pupils' age, ability and level of maturity
 - Using PSHE to address key issues and provide an open opportunity to discuss issues surrounding positive mental health.
 - Opportunities for pupil leadership through school council, play leaders, peer mediators and other roles
 - An emphasis on praise and reward
 - Opportunities for reflection and spiritual development through art, literature and the RE curriculum
- Having nurture groups for general wellbeing as well as specific mental health, such as interventions dealing with anxiety or emotions run by external counsellors from Visyon and Trailblazers.

Staff Support

We support the mental health and wellbeing of all staff through:

- Curricular planning time within the school week
- Whole school training events, including Safeguarding, Attachment and awareness

- Access to appropriate external training
- Involving all staff in decision making and proposed change e.g. timing of the school day, frequency of reporting to parents and so on.
- Provision of non-contact time to allow for planning, delivery and evaluation
- Consultation on training and support needs through regular review and the appraisal process
- Work life balance regularly reviewed and acted upon i.e. reduction of unnecessary paperwork, admin tasks
- Encouragement of social events

Training

As a minimum, all staff will receive regular training about recognising and responding to emotional and mental health issues as part of their regular child protection training in order to enable them to keep pupils safe.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our appraisal process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations with one or more pupils.