

Otley All Saints C of E Primary School

Mental Health and Wellbeing

Written: June 2023

Policy review date: June 2026

Policy status:

Non-statutory

Staff member responsible for the
policy:

Laura Fortune

Policy statement

At Otley All Saints C of E Primary School, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important to our lives as physical health.

At All Saints, we endeavor to ensure that children are able to manage times of change and stress. We aim to ensure 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.

How the policy was developed

This policy has been created through consultation with the school community. In developing the policy, we have taken account of:

- Promoting children and young people's mental health and wellbeing. Children and Young People's Mental Health Coalition publication.
- Keeping children safe in education (Sept 2022)
- Mentally Healthy Schools (various)
- Advice from Healthy Schools Advisor, Health and Wellbeing Service
- Advice from Adam Billson, Senior Mental Health Lead Trainer

Links to other policies

This policy links to our policies relating to safeguarding, SEND Offer our Positive Behaviour Policy and Bereavement Policy. It draws on a whole school and setting approach to Social Emotional Mental Health underpinned by our teaching of PSHE following the You, Me and PSHE scheme. The Mindmate scheme is used to help further develop a whole school ethos and environment that supports learning and promotes the mental health and wellbeing of all.

Teaching about mental health and wellbeing

At All Saints we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy and successful and to work in a pro-active way to avoid problems arising. We do this by:

- Creating and applying consistent ethos, policies and behaviours that support mental health and resilience which everyone understands.
- Helping children to develop social relationships, support each other and seek help when they need it.
- Teaching SEMH content from You, Me and PSHE and Mindmate.
- Promoting self-esteem and ensuring children understand their importance in the

World.

- Helping children to be resilient learners and to manage setbacks.
- Teaching children social and emotional skills and an awareness of mental health.
- Identifying children who have mental health challenges and providing tailored support to meet their needs. This may include working with specialist services, parents and carers (see pastoral provision map for wave support and interventions).
- Supporting and training staff to develop their skills and their own resilience.
- Developing an open culture for all, where it's normal to talk about wellbeing and mental health.

We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of belonging.
- Promoting pupil voice and opportunities to participate in decision-making.
- Listening to the voices of everyone in the school community. This includes children and young people as well as parents and carers, and school staff.
- Equally 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.
- Enabling access to appropriate support.
- Mental Health and PSHE/RSE for all year groups
- Mental health assemblies
- Children's Mental Health Week and access to information around the school
- Neurodiversity Week
- Workshops or targeted support for parents and carers, where appropriate
- A daily focus on Christian Values which regularly includes positive and inspirational worship themes

Small group activities

- Nurture groups to focus on mental health, resilience, and wellbeing.
- Children to be aware that they can speak to school staff and members of the pastoral team or see a designated adult if they are anxious or worried about a certain situation/issue.

Supporting the mental health and wellbeing of staff

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At All Saints C of E Primary School, we promote opportunities to maintain a healthy work-life balance. Staff also have access to external support systems through promoted charities and support groups.

- Staff appraisals concentrate on the 'praise' aspect. Targets are realistic and concentrate on raising standards of children and young people. Personal targets are manageable and promote the professional development of staff.
- Staff recognition and praise is part of the schools ethos.
- The Headteacher has an open door policy.

- Signpost staff to supportive services
- Supervision and/or 'quiet space' available for staff who may be working with challenging needs or have dealt with a difficult situation
- Protected break and PPA time
- Culture of transparency- staff kept 'in the loop' via staff meetings, emails and whole school newsletters
- Governors support the wellbeing of staff- each year group and subject lead has a governor attachment. Governors also meet with the wider staff.
- Wellbeing is monitored through annual staff surveys
- Ongoing commitment to support the mental health and wellbeing of all staff which is outlined in the Whole School Development Plan.

Key staff supporting Mental Health and Wellbeing at All Saints C of E Primary School

Named Mental Health Lead and Pastoral Lead – Laura Fortune

SENCO- Clare Nunn

Mental Health and Wellbeing Governor – Allan Boddy

Learning Mentor- Jane Scott

Pastoral Support- Paula Marston

Our Mental Health Lead;

- Leads and works with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing.
- Supports PHSE Lead and oversees RSE teaching and pastoral team.
- Provides advice and support to staff
- Along with the SENCO and Learning Mentor, is the first point of contact with mental health services and makes individual referrals to them.
- Creates, updates and shares Mental Health and Wellbeing Provision Map with staff (see Appendix A: Provision Map)

Many behaviours and emotional problems can be supported within the school environment, or with advice from external professionals.

Early identification

We aim to identify children with mental health needs as early as possible to prevent things from getting worse, we do this in different ways including:

- All staff having an understanding that part of their roles is to safeguard pupils. This includes recognising changes in patterns may indicate warning signs indicating that a student is experiencing mental health or emotional wellbeing issues. Teaching and support staff are responsible for reporting concerns about individual children to designated adults within the school.
 - Attendance

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

Possible warning signs include;

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

Assessment, interventions and support.

All concerns are reported to the designated adults within school and needs are assessed through a triage approach with the pastoral lead, class teachers and SENCO to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

Working with parents and carers.

Parents or carers can approach their child/children's class teacher if they have mental health concerns. This will be cascaded to the Pastoral Team for assessment or directly to Safeguarding staff, if appropriate.

To support parents and carers we:

- Provide information online via www.otleyallsaints.co.uk on mental health issues and local wellbeing and parenting programmes.
- Share ideas about how parents and carers can support positive mental health in their children.
- Make our emotional wellbeing and mental health policy easily accessible to parents.
- Organise workshops and presentations on mental health, anxiety, resilience and wellbeing.
- Keep parents informed about the mental health topics taught in PSHE and share ideas for extending and exploring this at home.
- Signpost parents to relevant support groups, services and charities (Appendix B).

When a concern has been raised, a relevant member of staff will:

- Contact parents to discuss the outcome of any assessment (Although there may be cases whereby parents and carers cannot be involved due to child protection issues.)
- Discuss any relevant referrals to external agencies.
- Signpost parents to further information or provide resources to take away.
- Create a chronology of actions and events
- Agree mental health care and protection plan where appropriate including clear next steps.
- Discuss how parents can support their child through strategies or signposts to parenting support groups (see Appendix B Wellbeing Support Leaflet for parents).

Working with specialist services.

As part of our targeted provision, the school will work with other agencies to support children's emotional health and wellbeing. A child may be referred to one of the following services for additional support.

- CAMHS/Mindmate
- TAMHS Counselling
- Child and Family Services.
- Educational Psychologist
- Therapists
- Parent Support Worker

Monitoring and evaluation

The mental health and wellbeing policy is on the school website and hard copies are available on request.

This policy will be reviewed in June 2026 .

Appendix A - Whole School Pastoral Provision Map

Wave 1 Class Teachers and Support Staff create a nurturing environment and promote positive mental health, behaviour and wellbeing through daily interactions as well as delivering quality first teaching of the year group curriculum. Class teachers respond to day-to-day issues as they arise.

Wave 2 Class Teachers and Support Staff recognise that a child has a specific need and identify appropriate Wave 2 strategies to support the child within the classroom setting. If a child has an SEN provision map, Wave 2 and 3 interventions can be noted there (where appropriate). If teachers are unsure of any support strategies referenced in Wave 2, they seek support from a member of the Pastoral Team.

Wave 3 Where Wave 2 strategies do not work for an individual or group, class teachers will seek support from the Pastoral Team. Class teachers will make a referral via the pastoral referral form (found within your year group pastoral folder).

Wave 1	Wave 2	Wave 3
<p>All Staff (where appropriate to role)</p> <ul style="list-style-type: none"> ● Have a shared understanding and belief about mental health and anxiety disorders ● PSHE spiral curriculum includes themes within mental health and emotional wellbeing (including Mindmate) ● Inclusive whole school ethos ● Inclusive Christian values and worship themes- love, forgiveness, faith, courage, honesty, respect ● Promote resilience, build self-esteem, rewards, displays – particularly in relation to praise and celebration ● Build confidence through increased responsibility ● Collaborative working with parents – support children’s mental health and wellbeing ● Promotion of general strategies for good mental health – signposting children/parents ● Positive behaviour management strategies used consistently across school- see positive behaviour policy ● Open – door approach for parents and children – parents and children know they are listened to ● Whole school worship and events supports and promote a sense of belonging and togetherness ● Pupil voice opportunities, including school council, Global Champions, Reception and Y5 buddy Scheme, Playground Buddies, Sports Leaders ● At least termly online safety awareness for parents via the School Newsletter ● Class rewards and whole school team rewards used to create a sense of ‘class/school team’ and belonging ● A range of after school/before school clubs 	<p>Class Teachers & Year Group Support Staff</p> <ul style="list-style-type: none"> ● Check-ins- possibly additional 1:1 time during the school day ● Exposing to minor challenges to experience success- highlighting the success ● Developing personalised self-help toolkit with child e.g. fiddle toys, breathing techniques, timeout ● Social Stories- speak to SENCO or Learning Mentor for resources ● Distraction-timeout activities- could be specific to the child ● Making an individual plan for anxiety triggers ● Developing social skills e.g. supported group work, modelling turn-taking, asking questions ● Movement breaks specific to child ● Specific activities/interactions to build self-esteem and resilience e.g. Wonderful Me book ● Use of specific literature i.e. Huge Bag of Worries, Wide selections PSHE books, Pantasuarus, Ants book ● Teaching of breathing techniques- e.g. 5 finger technique ● Speech and Language activities- speak to SENCO/SLT ● Individualised pastoral interventions designed dependent on child’s specific need i.e. visual timetables, reward charts, worry monster, fidget toys, sensory box etc ● Improving mental health through physical activity .i.e. targeted pupils invited to after school clubs and/or holiday clubs <p>Wider Support</p> <ul style="list-style-type: none"> ● Liaison with lunchtime staff to highlight any specific needs (behaviour/emotional needs) ● Liaise with lunchtime support i.e. 1:1 to support any pupils with specific needs around lunchtime 	<p>Learning Mentor and Pastoral Support</p> <ul style="list-style-type: none"> ● Support and signposting for parents ● Highly targeted work with children ● Bereavement Support ● Emotional Literacy Support (Learning Mentor ELSA trained) ● Drawing and Talking (Learning Mentor D&T Foundation trained) ● Active teaching of relaxation strategies i.e. meditation, yoga, brain breaks, movement breaks ● Active teaching of self-regulation ● Social skills groups ● Learning Mentors Wellbeing Club ● Referral to external services with support from SENCo and Pastoral Lead ● Targeted work to build self-esteem <p>SENCo & Pastoral Support</p> <ul style="list-style-type: none"> ● Liaison and supervision of specific and targeted interventions ● Triage pastoral need and prioritising children to attend external interventions ● Referral to external services ● Resourcing targeted interventions <p>External Support</p> <ul style="list-style-type: none"> ● Referral to CAHMS- parents can refer ● Referral to Mental Health Services/GP ● TAHMS Counselling ● Parent and Family Support Worker ● Speech and Language Therapist







Links







- Books to support children (The Snug and Library)
- Learning Mentor Support (Jane) – i.e. support with bereavement, anger management, anxiety, Emotional Literacy Support (ELSA), attendance, behaviour
- Pastoral Support (Paula)- anxiety, wellbeing, managing emotions

- <https://mindmatechampions.org.uk/>
- www.semh.co.uk
- www.youngminds.org.uk
- www.mentallyhealthyschools.org.uk

Appendix B

Parent leaflet of wellbeing support for both children and families

Mental Health and Wellbeing concerns		
	<p>The mental health website for people in Leeds. Find out about the support available for people who live in the Leeds area, understand common mental health problems and advice on looking after wellbeing. This is a useful site for advice on supporting the mental health of others.</p>	<p>MindWell website</p>
	<p>Children's mental health support - MindMate will work with local services to help find the right support for your child</p>	<p>MindMate Leeds</p>
	<p>Need to talk? 'Samaritans' are there to listen 24 hours/7 days a week.</p>	<p>Call free 116 123 Chat online Self-help app For other ways to get in contact visit www.samaritans.org</p>
	<p>Mental health advice & support</p>	<p>For information call: 0300 123 3393 info@mind.org.uk</p>
	<p>Side by side is an online peer support community where you can: *Talk about your mental health *Connect with others who understand what you are going through</p>	<p>Click to here to visit the website for contact information.</p>
Money worries and housing concerns		
	<p>LCC Customer Services Team Book an appointment to speak to a member of the Leeds City Council Customer Service Team if you need advice on any of the following: Council tax, benefits, money worries & debt, housing, universal credit, job searching</p>	<p>To book an appointment email your details to: lcccheckup@leeds.gov.uk or call: 0113 378 9434 Monday - Friday between 9am and 4pm</p>

	<p>Money Buddies can help you at time of financial crisis, they offer free debt advice in Leeds. They could help you halt bailiff action, energy disconnection and court action, save money on your bills and more.</p>	<p>Tel: 0113 2350 276 https://moneybuddies.org.uk</p>
	<p>Better Leeds offers a wide range of advice services including: debt and financial advice, housing advice, family support</p>	<p>Better Leeds Website Tel: 0113 275 4142 or E: advice@betterleeds.org.uk</p>
<p>Domestic violence, alcohol and substance abuse and gambling- support for individuals and families</p>		
	<p>If practical or emotional problems are stopping you feeling your best, Linking Leeds can help you get them sorted.</p>	<p>For further information visit: https://linkingleeds.com/</p>
	<p>Families Together Leeds provides family support, group support and volunteer support to families with children and young people across the City of Leeds.</p>	<p>Tel: 0113 532 6587 Email: leeds.admin@family-action.org.uk Our local contact is: Albion House, Rawdon Park, Green Lane, LS19 8XX</p>
<p>Northern Gambling Service</p>	<p>The NHS Northern Gambling Service (also known as the Northern Gambling Clinic) provides specialist addiction therapy and recovery to people affected by gambling addiction, as well as those with mental health problems such as depression, anxiety, trauma, and suicidal feelings. They also provide help to people close to those with gambling addiction, such as family, partners, and carers.</p>	<p>Contact for Leeds office: Tel: 0300 300 1490 Email: referral.ngs@nhs.net Northern Gambling Service</p>
	<p>Leeds Domestic Violence Service (LDVS) supports all people in Leeds affected by domestic violence and abuse.</p>	<p>The 24 hour Leeds Domestic Violence Service helpline: 0113 246 0401</p>
		<p>Directory of Drug and Alcohol abuse organisations in our area</p>
<p>Bereavement Support</p>		
	<p>Cruse provides support for bereaved people aged over 18 to help them understand their grief and cope with loss.</p>	<p>Tel. 0113 234 4150 leeds@cruse.org.uk</p>



A national charity that helps children, parents and families to rebuild their lives when a child grieves or when a child dies.

Tel. 01133 503 598
0800 02 888 40
leedssupport@childbereavementuk.org