



# Mental Health and Wellbeing Policy for Staff and Pupils

|                                    |                |                             |             |             |
|------------------------------------|----------------|-----------------------------|-------------|-------------|
| <b>Policy Date:</b>                | September 2020 | <b>Version: 1.2</b>         |             |             |
| <b>Policy Review Date</b>          | September 2023 | Headteacher<br>Debra Bailey | Signed      | Insert Date |
| <b>Ratified by Governing Body:</b> |                |                             |             |             |
| Sue Welford (Chair of Governors)   |                | Insert Signature            | Insert Date |             |

## **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 Rushey Mead 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:

- Promoting positive mental and emotional wellbeing by providing information and support.
- Creating a shared understanding of all aspects of mental health
- Enabling those with 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:

### **General**

- To have resilient, happier and more motivated pupils and staff who get more out of life. This includes ensuring the development of a healthy, motivated workforce who is able to deliver a high-standard of education to pupils.
- To help ensure that our school promotes the health and wellbeing of all staff members, recognising the impact work can have on employees’ stress levels, mental and physical health.
- To recognise that excessive hours of work can be detrimental to staff health and effectiveness, and to agree on flexible working practices, where possible, without damaging opportunities for pupils to succeed.
- To communicate the importance of a work-life balance to all staff, and to ensure that all policy updates are communicated regularly.

- To respond sensitively to external pressures which affect the lives of staff and pupils.
- To improve staff development, co-operation and teamwork by creating effective leaders.
- To make staff members aware of the channels which can be used to manage and deal with stress or work-related health and wellbeing issues.
- To provide staff with training to deal positively with stressful incidents, and provide them with a sense of confidence to deal with emergencies via training.
- To have in place a staff wellbeing co-ordinator who is responsible for ensuring that the good health and wellbeing of all staff members is supported, promoted and valued by the school. The co-ordinator will also ensure that school policies and procedures reflect this aim.

### **Teaching and Learning**

- Pupils who are more engaged in the learning process
- Pupils who can concentrate and learn better
- Improved standards in all subjects, including literacy and numeracy
- Improved attainment
- More effective teaching
- Parents and carers who are more involved in school life and learning

### **Behaviour and Attendance**

- Pupils with high self-esteem and confidence
- Pupils who have a say in what happens at school
- More engaged learners
- Good concentration, behaviour and attendance
- Positive peer relationships

### **Staff Confidence and Development**

- High morale
- Staff with high wellbeing leading to lower absenteeism
- Stable, content and consistent workforce
- Positive and effective relationships with pupils

### **Policy statement**

Rushey Mead Primary School is committed to promoting the mental health and emotional wellbeing of pupils and staff. In order to do so the school will:

#### **Promoting Mental Health and Wellbeing (Prevention)**

- 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 organisation to help them develop confidence in their ability to manage mental health and emotional wellbeing.

- Provide appropriate training and information to staff on mental health and emotional wellbeing.
- Have named Resilience and Wellbeing Champions on staff who are the contact point at Rushey Mead and who are responsible for coordination and delivery of the school's mental health and emotional wellbeing strategy.
- Seek to integrate mental health and emotional support across the curriculum.
- Keep this policy under review and make changes when legislation and best practice requires.

### **Addressing Needs (mechanisms to support children and staff)**

- Promote a culture which supports and encourages self disclosure.
- Provide a framework for responding appropriately to mental health wellbeing.
- Recognise that staff have the responsibility to alert others to potential and actual indicators of mental health needs and to take this action whenever necessary. For pupils, through our 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.
- Observe the principles of confidentiality and data protection in respect of mental health and emotional wellbeing.

### **Policy Links**

This policy is to be read in conjunction with the following other policies and documents:

- SEND Policy
- Positive Handling Policy
- Nurture Policy
- Behaviour Policy
- Social, Emotional and Mental Health Interventions Menu (document)
- Resilience and Wellbeing at Rushey Mead (document)
- Policy and Guidance on Stress Management Policy