



**PHOENIX**  
PRIMARY SCHOOL

# MENTAL HEALTH & WELLBEING POLICY

REVIEWED JANUARY 2022 – REVIEW DATE JANUARY 2023

A **Beyond** ACADEMY  
SCHOOLS TRUST

## Policy Statement

At Phoenix 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 Phoenix Primary School we endeavour 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 emotional health and wellbeing. Public Health England 2015.
- Anna Freud school staff wellbeing.
- Mental health and behaviour in schools - DFE 2018

## Links to other policies

This policy links to our Child Protection Policy, Anti Bullying, SEND Offer and our Positive Behaviour Policy.

## Teaching about mental health

At Phoenix Primary School 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, and which everyone understands.
- Focusing on the 5 steps to wellbeing and 'Zones of Regulation'.
- Helping children to develop social relationships, support each other and seek help when they need it.
- 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 planning support to meet their needs, including working with specialist services, parents, and carers.
- Supporting and training staff to develop their skills and their own resilience.
- Developing an open culture where its normal to talk about 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.
- 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 PSHRE for all year groups.
- Wellbeing week and access to information around the school.
- Workshops for parents and carers.



## Small group activities

- Nurture groups to focus on mental health, resilience, and wellbeing.
- Children to be aware that they can drop in and see a designated adult if they are anxious or worried about a certain situation/issue.

## Staff roles and responsibilities, including those with specific responsibility

We want all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote this in and out of their classrooms.

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At Phoenix Primary School we promote opportunities to maintain a healthy work life balance. Staff are supported pastorally and have access to enriched opportunities. Staff also have access to external support systems.

We believe that all staff have a responsibility to promote positive mental health and to understand the protective and risk factors for mental health. Some children will require additional help; all staff should have the skills to identify warning signs of mental health problems and ensure that children with mental health needs get early intervention and the support they need.

## Key staff supporting Mental Health at Phoenix Primary School:

Named Mental Health Lead - Peter Sears

Deputy Mental Health Lead - Claire Beer

Named Mental Health Trustee - Ben Streets

## Our Mental Health Lead:

- Leads work with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing.
- Leads on PSHRE teaching and advice on mental health.
- Provides advice and support to staff and organises training and updates.
- Is the first point of contact with mental health services and makes individual referrals to them.

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:

- Teaching resources including; when to worry NHS questionnaire, SDQ (Social Difficulty Questionnaire) Boxall Profile. Advice on 'how schools can support children and young person's mental health.'
- Changes in patterns may indicate warning signs suggesting 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.



### **Possible Changes in Patterns include:**

Attendance issues  
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 SLT, class teachers and SEND 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 Mental Health Lead for assessment.

### **To support parents and carers we will be:**

- Organising workshops and presentations on mental health, anxiety, resilience and 5 steps to wellbeing.
- Provide information online via [www.phoenixprimary.com](http://www.phoenixprimary.com) on mental health issues and local welling 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.
- Keep parents informed about the mental health topics taught in PSHRE and share ideas for extending and exploring this at home.

### **When a concern has been raised, teachers or Mental Health Lead will:**

- Contact parents to discuss the outcome of any assessment (although there may be cases, parents, 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.



### **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. Your child may be referred to one of the following services for additional support.

- CAMHS
- Small steps
- School nursing service
- Children's services
- Therapists
- Pupil wellbeing practitioner
- Family support workers
- Educational psychology services
- NELFT professional
- Counsellor

### **Monitoring and evaluation**

The mental health and wellbeing policy is on the school website and reviewed annually.

