



North Somercotes CE Primary School

Emotional Health and Wellbeing Policy

Introduction

This policy outlines the key actions that will be implemented throughout the school to ensure that we are placing pupil's emotional, social and mental wellbeing at the heart of everything that we do making the children of North Somercotes CE Primary School feel supported, respected and valued and in achieving this they will:

- Be fully engaged in their learning and make good progress;
- Attend school regularly and on time;
- Be confident learners with high self-esteem who 'dare to be different';
- Build positive relationships with members of staff and with each other;
- Understand the importance of resilience;
- Develop an understanding of the choices that they have for the future.

This policy aligns with the school's Christian vision: *"Together at North Somercotes CE Primary School we strive to be our best selves. Through living out our Christian Values we become reflective, thoughtful, resilient individuals with a passion for learning. We are a community in which wellbeing and consideration for others is at the heart of the choices we make"*.

Policy Statement

At North Somercotes CE Primary School, we are committed to supporting the emotional health and wellbeing of our pupils and staff. We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued. At our school we know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support. We take the view that positive mental health is everybody's business and that we all have a role to play.

The overall aim of the policy is to ensure that all opportunities for developing pupils' emotional, social and mental wellbeing are considered and implemented throughout the school to provide learners with opportunities to fulfil their potential.

Definition of mental health and wellbeing

We use the World Health Organisation's definition of mental health and wellbeing *"a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community"*.

Vehicles for Emotional, Social and Mental Wellbeing

At North Somercotes CE Primary School children will:

- Be given opportunities to Learn, Connect, Give, Take notice and Keep Learning throughout curriculum;
- Have 'pupil voice' opportunities throughout the school year;
- Attend weekly wellbeing and resilience collective worship;
- Be exposed to a curriculum which addresses the wellbeing needs of all learners through the use of PSHE and RSE sessions;
- Have access to Mental Health First aiders;
- Have access to outside agencies if required;

This policy expands upon the school's Health and Safety policy, setting out how the school will promote the wellbeing of staff by:

- Creating a working environment where potential work related stressors are understood and mitigated as far as practically possible through good management practices, effective Human Resources policies and staff development;
- Increasing managers' and staff members' awareness of the causes and effects of stress;
- Developing a culture that is open and supportive of people experiencing stress or other forms of mental ill-health;
- Developing the competence of managers through introducing them to the competencies proven to prevent and reduce staff stress;
- Engaging with staff to create constructive and effective working partnerships, both within teams and across the school;
- Establishing working arrangements whereby staff feel they are able to maintain an appropriate work life balance;
- Encouraging staff to take responsibility for their own health and wellbeing through effective health promotion programmes and initiatives;
- Encouraging staff to take responsibility for their own work effectiveness as a means of reducing their own stress and that of their colleagues;
- Providing access to outside agencies if required.

Roles and Responsibilities

The promotion of Emotional, Social and Wellbeing Policy and raising the achievement of all pupils is the responsibility of the whole school staff and governors at North Somercotes CE Primary School. To support the implementation of this policy, a 'Wellbeing Team' will be meet regularly to ensure that the needs of all of our learners are being met. Termly reports will be presented to the Senior Leadership Team (SLT) and Governors. The Wellbeing Team will be made up by:

- Kamila Abualzulof (Deputy Headteacher/ Mental Health Lead/ DSL);
- Claire Sandiford (SENCo/ Mental Health Lead);
- Ellie Watkins (Class Teacher);
- Gemma Mendham (Pastoral Teaching Assistant)
- Rachel Smith (Parent/ TA)
- Carine Morton (SEND/CO/ELWB governor)

Monitoring

To ensure that children's needs are being met the Wellbeing Team will monitor and report on the following areas for identified children:

- Pupil progress and attainment;
- Questionnaires and surveys (Stirling/ R.E.S.T scale);
- Behaviour logs (using CPOMS);
- Safeguarding concerns (in line with the Child Protection and Safeguarding Policy 2020);
- Attendance;
- Pupils' work.

Policy Agreed: Summer Term 2021

Date for Review: Summer Term 2023

