



# WELLBEING POLICY

September 2022

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## **Policy Statement**

At Joydens Wood Infant 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 and wellbeing is everybody's business and that we all have a role to play.

This policy should be read in conjunction with our other policies as in some cases a mental health or wellbeing needs may overlap these

### **At our school we:**

- Help children to understand their emotions and feelings better
- Help children feel comfortable sharing any concerns or worries
- Help children socially to form and maintain relationships.
- Promote self-esteem and ensure children know that they count.
- Encourage children to be confident and celebrate differences
- Help children to develop emotional resilience and to manage setbacks.
- Provide staff with regular supervision
- Share information with staff on how to look after their Mental Health and Wellbeing.
- Have an open door policy for staff to be able to speak with The Senior Mental Health Lead.
- Signpost staff to additional support if required.

### **We promote a mentally healthy environment through:**

- Promoting our school values and encouraging a sense of belonging.
- Promoting pupil and staff 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.

### **We pursue our aims through:**

- Universal, whole school approaches.
- Support for pupils going through recent difficulties.
- Specialised, targeted approaches aimed at pupils with more complex or long-term difficulties including attachment disorder.
- Offering referrals to our NHS Emotional Wellbeing Practitioner
- Signposting parents/carers and staff to more specialised support should this be required.

## **Targeted support**

The school will offer support through targeted approaches for individuals or groups of pupils which may include:

- Circle time approaches
- Managing feelings resources, for example worry boxes/worry monsters
- Managing emotional resources such as the incredible 5 point scale
- Interventions, for example to build resilience, improve social skills, help to manage emotions.
- Therapeutic activities including art and lego.

The school will make use of resources to assess and track wellbeing as appropriate, which may include:

- Strengths and Difficulties questionnaire
- The Boxall Profile
- Emotional literacy scales
- Leuven Scales

## **Identifying needs**

School staff may also become aware of warning signs which indicate a pupil is experiencing low mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with a Designated Safeguarding or the Senior Mental Health Lead as appropriate.

Possible warning signs include:

- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Expressing feelings of failure or uselessness
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism
- Negative behaviour patterns
- Attendance
- Change to the approach to learning

## **Working with Parents**

In order to support parents, we will:

- Highlight sources of information and support about mental health and emotional wellbeing on our school website
- Share and allow parents to access sources of further support e.g. through parent mail
- Ensure that all parents are aware of who to talk to if they have concerns about their child.
- Make our emotional wellbeing and mental health policy easily accessible to parents
- Share ideas about how parents can support positive mental health in their children.
- Keep parents informed about the mental health topics their children are learning about in PSHE.

## **Working with other agencies and partners**

As part of our targeted provision the school may work with other agencies to support children's emotional health and wellbeing when including:

- Our Emotional Wellbeing Practitioner and Team
- The School nurse
- Educational psychology services
- Paediatricians
- Specialist Teaching and Learning Services
- Early Help and preventative services

## **Lead Members of Staff**

Whilst all staff have a responsibility to promote the emotional wellbeing of our pupils' certain staff will have specific responsibilities.

- Senior Mental Health Lead
- Designated Safeguarding Leads
- SENCo
- Wellbeing Governor

## **Staff training**

All staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep students safe. Training opportunities for staff who require more in depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations with one or more pupils

## **Monitoring and development**

The Wellbeing Policy is on the school website. The policy is monitored at an annual review meeting led by the Mental Health Lead and involves staff with a responsibility for mental health, which may include specialist services supporting the school and governors.