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<p>Policy: Positive Mental Health and Well-being Policy</p>
<p>Ratified by the Governing Body: June 2025 Review : Summer 2027</p>

Why mental health and well-being is important

At Fleet Infant School, we aim to promote positive mental health and well-being for our whole school community (children, staff, parents and carers), and recognise how important mental health and emotional well-being is to our lives in just the same way as physical health. We recognise that children’s mental health is a crucial factor in their overall well-being and can affect their learning and achievement. All children go through ups and downs during their school career and some face significant life events. In 2023, about 1 in 5 children aged 5 to 16 had a probable mental health need and these can have an enormous impact on quality of life, relationships and academic achievement. In many cases it is life-limiting. Due to the Coronavirus Pandemic the number of children with mental health needs is likely to have increased due to lockdowns, time away from school, missing wider family and friends etc.

The Department for Education (DfE) recognises that: “In order to help their children succeed, schools have a role to play in supporting them to be resilient and mentally healthy”. This links to our Relationships Education Policy. The teaching of Relationships Education at Fleet Infant School follows Department for Education Statutory Guidance for Relationships Education and Health Education (February 2019) and is part of our Personal Development Learning (PDL) curriculum.

Schools can be a place for children and young people to experience a nurturing and supportive environment that has the potential to develop self-esteem and give positive experiences for overcoming adversity and building resilience. For some, school will be a place of respite from difficult home lives and offer positive role models and relationships, which are critical in promoting children’s well-being and can help engender a sense of belonging and community.

Our role in school is to ensure that children are able to manage times of change and stress, and 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 and where they can go if they need help and support.

Our role is to help develop the protective factors which build resilience to mental health problems and to be a school where:

- all children are valued
- children have a sense of belonging and feel safe
- children feel able to talk openly with trusted adults about their problems
- positive mental health is promoted and valued
- bullying is not tolerated

We believe that positive mental health and well-being is not just the absence of mental health problems. We want all pupils to:

- feel confident in themselves
- be able to express a range of emotions appropriately
- be able to make and maintain positive relationships with others
- cope with the stresses of everyday life
- manage times of stress and be able to deal with change

- learn and achieve

In addition to children's well-being, we recognise the importance of promoting staff mental health and well-being.

Objectives

This policy aims to:

- promote positive mental health in all our staff and pupils
- increase understanding and awareness of common mental health issues
- alert staff to early warning signs of mental ill health
- provide support to staff working with pupils with mental health issues
- provide support to pupils suffering mental ill health and their peers, parents or careers

Scope

This document describes our school's approach to promoting positive mental health and well-being. This policy is intended as a guidance for all staff including non-teaching staff and governors.

It should be read in conjunction with our other policies, specifically:

- Safeguarding
- Child Protection
- Equality
- Anti-Bullying
- Behaviour Management
- Social Media
- Supporting Pupils with Medical Conditions (in cases where a pupil's mental health overlaps with or is linked to a medical issue)
- Special Educational Needs policy (where a pupil has an identified special educational need).

Key Members of Staff

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

All staff understand about possible risk factors that might make some children more likely to experience problems, such as: physical long-term illness, having a parent who has a mental health problem, death and loss, including loss of friendships, family breakdown and bullying. They should also understand the factors that protect children from adversity, such as self-esteem, communication and problem-solving skills, a sense of worth and belonging and emotional literacy (*see appendix 1 on risk and protective factors*).

Whilst all staff have a responsibility to promote the mental health of pupils, staff with a specific, relevant remit include:

- Headteacher Monique Clark - Designated Safeguarding Lead (DSL)
- Deputy Headteacher Jane Tarling (Deputy DSL), Helen Hutchison (Deputy DSL), Jorja Brown (Deputy DSL to July 2025)
- Emotional & Learning Support Assistants (ELSA) – Carolyn Cripps
- Mental Health & Emotional Well-being lead governor – Moira Bamfield

Any member of staff who is concerned about the mental health or well-being of a pupil should speak to the Headteacher/ Deputy Headteacher. On the very rare occasion when no DSL is available, prior arrangements will have been made with the Headteacher of the junior school on the shared site.

- If there is a fear that the pupil is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the DSL.
- If the pupil presents a medical emergency, then the normal procedures for medical emergencies should be followed including alerting the first aid staff and contacting the emergency services if necessary.

Our Whole School Approach

We believe the school has a key role in promoting children's positive mental health and helping to prevent mental health problems. All year groups have adapted their curriculum in response to the Pandemic and will continue to change as necessary, based on the needs of our pupils. Our school has developed a range of strategies and approaches to support all pupils in our school community, including:

Whole School

- Growth Mindset
- Behaviour Management
- Collective Worship, including SCARF assemblies
- PDL (see below Teaching about Mental Health)
- School Values
- myHappyMind

Class activities

- Class codes of conduct
- Group discussions/circle time
- PDL lessons through the SCARF resource

Transition programmes

- Induction of pupils and parents on entry into Year R
- Transition into new year groups
- New starters mid academic year
- Transition to junior school

We also have individual activities to support specific pupils where mental health and well-being issues have been identified. These include:

- ELSA support
- Internal support from external agencies
- External support sourced externally
- Nurture groups
- Social skills groups

Teaching about Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves and others physically and mentally healthy and safe are included in our personal social and health education (PDL) curriculum and relationships education. We have also adopted the 'MyHappyMind' programme which prepares today's children for tomorrow's world by building resilient, balanced and happy minds at home and school.

Signposting

We will ensure that staff, students and parents are aware of sources of support within school and in the local community (Appendix B).

Warning Signs

School staff may become aware of warning signs which indicate a pupil is experiencing mental health or emotional well-being issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the DSL. Possible warning signs include:

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating or sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Expressing feelings of failure, uselessness or loss of hope

- Secretive behaviour
- Skipping PE or getting changed secretly
- Lateness to or absence from school
- Repeated physical pain or nausea with no evident cause

Managing Disclosures

In the event of a disclosure staff will follow the procedures laid out in our Child Protection Policy.

Partnership with Parents

We seek to work in partnership with parents/carers at all times to promote positive mental health in all our pupils by:

- encouraging parents to discuss any issues about your child with your class teacher, in the first instance, at any time
- proactively raise any concerns we may have about a pupil, with their parent/carer
- encouraging any parents who suffer from mental health problems and are concerned about the impact on their child, to discuss this with school.
- supporting the well-being of our families

For further national sources of support for children with mental health needs see Appendix A.

Supporting Staff's Mental Health and Well-being

At Fleet Infant School we are committed to promoting positive mental health amongst our staff and we aim to recognise and respond to need as it arises. Our Governing Body recognises its legal obligation to promote good mental health and well-being of staff, as part of their 'duty of care' for all members of staff. Furthermore, teachers who are well are more able to support children effectively and to cope with the stresses that come with teaching.

The following resources are available to support staff:

- School leadership team
- Mental Health & Well-being lead Governor
- County Council for counselling provision, provided by Health Assured
<https://healthassuredeap.co.uk>
- Educational Support Partnership (Mental Health & Well-being support services for education staff)
<https://www.educationsupportpartnership.org.uk/>

Training

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.

Where the need to do so becomes evident, we will host twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health.

Appendix A – National Resources & Information

Anxiety UK work to relieve and support those living with anxiety and anxiety-based depression by providing information, support and understanding via an extensive range of services, including 1:1 therapy. They can provide support and help if a person has been diagnosed with, or suspect they may have an anxiety condition and can also help them deal with specific phobias such as fear of spiders, blushing, vomiting, being alone, public speaking, heights – in fact, any fear that stops a person from getting on with their life.

www.anxietyuk.org.uk

Adoption UK is the leading charity providing support, community and advocacy for all those parenting or supporting children who cannot live with their birth parents.

<https://www.adoptionuk.org/campaigns>

Charlie Waller Memorial Trust offers free resources, including guidance and policy templates for use by schools and colleges.

www.cwmt.org.uk

Child Bereavement UK supports families and educates professionals when a baby or child of any age dies or is dying, or when a child is facing bereavement. Every year they train more than 8,000 professionals, helping them to better understand and meet the needs of grieving families.

<https://childbereavementuk.org>

Childline is a free, private and confidential service for children and young people available online, on the phone, anytime facilitated by trained counsellors. The website is easy to navigate and has many interactive resources, advice and sources of support for children and young people.

www.childline.org.uk

Education Support Partnership is the UK's only charity providing mental health and well-being support services to all education staff and organisations. www.educationsupportpartnership.org.uk

Mentally Healthy Schools brings together quality-assured information, advice and resources to help primary schools understand and promote children's mental health and well-being. Our aim is to increase staff awareness, knowledge and confidence to help you support your pupils.

www.mentallyhealthyschools.org.uk

Mind provides trusted advice and support to empower anyone experiencing a mental health problem. They campaign to improve services, raise awareness and promote understanding.

www.mind.org.uk

MindEd is a free educational resource on children and young people's mental health for all adults

www.minded.org.uk

NHS Live Well Youth Mental Health offers resources and signposting for support from external links

www.nhs.uk/Livewell/youth-mental-health/Pages/Youth-mental-health-help.aspx

We are the leading children's charity in the UK, specialising in child protection and dedicated to the fight for every childhood.

<https://www.nspcc.org.uk>

Samaritans work to ensure that fewer people die by suicide by working to alleviate emotional distress and reduce the incidence of suicide feelings and suicidal behaviour. They offer 24 hours a day emotional support for people who are struggling to cope, including those who have had thoughts of suicide, as well as reaching

out to high risk groups and communities to reduce the risk of suicide and working in partnership with other organisations, agencies and experts, influencing public policy and raising awareness of the challenges of reducing suicide.

www.samaritans.org

The Children's Society is a national charity that works with the country's most vulnerable children and young people. We listen. We support. We act. Because no child should feel alone. They work directly with children, develop resources and publications and lobby on behalf of children annually, surveying them as part of their Good Childhood reports.

www.childrenssociety.org.uk/

Winston's Wish provide specialist child bereavement support services across the UK, including in-depth therapeutic help in individual, group and residential settings.

www.winstonswish.org

YoungMinds is the UK's leading charity championing the well-being and mental health of young people. They offer resources and bespoke training for schools and support for parents and young people. In addition they have a dedicated section on caring for the well-being of teachers and school staff.

<https://youngminds.org.uk>

Appendix B – Local Support

School Based Support

- Whole school approach
- Allocated adult to touch in/touch base
- Emotional Learning and Support Assistants (ELSA)
- Triggers referrals to supporting agencies

Local Support

- Primary Behaviour Service
- CAMHS
- Hampshire Youth Access
- Nursing Service
- Early Help
- Educational Psychologists
- Family Support Service
- Children Services (Child in Need/Child Protection)
- Virtual School (adopted/looked after children)
- Local church/diocese