

# St. Antony's Catholic Primary School



## Our Lady Of Grace Academy Trust **Mental Health and Well-Being Policy**

Reviewed by Governors: **Autumn 2022**  
Agreed by Staff: **Autumn 2022**  
Review date: **Autumn 2024**



**St Antony's Catholic Primary School**



## **Our Mission Statement**

*At St. Antony's Catholic School we celebrate our special talents as children of God:*

*We try to be like Jesus and always keep Him in our hearts*

*We work together in our homes, school and parish to share our gifts and learn together*

*We understand that we are all different and we respect each other regardless,*

*We look after our world so that we may share it together in peace*

*by doing all these we ensure that we are all living our School's Motto:*

***'LEARNING TOGETHER IN GOD'S LOVE'***

## **OUR VISION**



Our Vision at St Antony's sees our school with

### **CHRIST AT ITS CENTRE**

as we work as an agent of positive change, engaging all stakeholders inclusive of: Governors, Teachers, Parents, Children, Church and community. We inspire and support all our children and staff from Nursery to Year 6 to work purposefully and collaboratively in school and with all relevant stakeholders and agencies to aspire to achieve to their individual fullest potential. Our school will function as a centre of excellence and an axis of holistic transformation and development within our community by enabling all under our care to aspire to ultimately achieve self-actualisation through sound **S**piritual, **M**oral, **S**ocial and **C**ultural formation while embedding effective behaviour for life and learning. Through sound personal and shared values, we will take a positive, progressive and optimistic approach to life and living while upholding core Christian and British Values leading all to the achievement of the highest academic, socio-economic and sustainable life goals individually and collectively possible.

***"ACTIONS SPEAK LOUDER THAN WORDS, THEREFORE:  
LET YOUR WORDS TEACH AND YOUR ACTIONS SPEAK"***

***St Anthony of Padua***



**St Antony's Catholic Primary School**

*"LEARNING TOGETHER IN GOD'S LOVE"*



## **Policy Statement**

At St Antony's Catholic Primary, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents/carers, volunteers and visitors). We have a supportive and caring ethos linked to our school's distinctive Catholic Christian Values and Morals, which directly link to British Values of showing kindness, care and compassion for those in need of support of any kind, irrespective of belief, culture, gender or ethnicity.

Our approach has at its core, being respectful, kind and generous in spirit, following the example of **THE GOOD SAMARITAN**, who cared for someone in need, simply because the individual is a human being. We reach out as a school with genuine care and mercy following the example set for us by Christ. We endeavour to ensure that our children and staff are able to manage times of change, stress, and personal loss as we put actions in place to ensure that they are supported to be resilient enough to triumph over adversity and reach their fullest potential.

We advise, teach and support all to access help when they need it and where their need is best served-whether it be internally or externally through relevant agencies. We are also cognisant of our a responsibility to ensure that children and staff are informed about what they can do to maintain positive mental health, through becoming more aware of what affects their mental health and how they can help reduce the triggers leading to poor mental health and wellbeing. We also actively work hard at diminishing the stigma surrounding mental health concerns and are always able to swiftly direct staff, parents and children to where they can go if they need help and support of a wide-ranging nature.

At St Antony's we know that everyone experiences life challenges and existential crises which cannot always be anticipated or planned for, that can make us vulnerable. We are therefore aware that at times, anyone of us at any level of the school may need additional mental, financial, medical or emotional support. We therefore, take the view that **positive mental health and well-being is everybody's business** and that we all have a role to play in ensuring that everyone's mental health and wellbeing is safeguarded and nurtured.

## **Teaching the Importance of Mental Health and Well-Being**

**At St Antony's we take a whole school approach to promoting positive mental health and well-being, aiming to help children and all our stakeholders become more resilient, happy and successful and to work in a pro-active way to avoid preventable matters that cause stress arising. We do this by:**

- Creating and applying consistent ethos, policies, codes of practice and behaviours that support mental health and well-being.
- Adhering to a positive, restorative approach to behaviour management.
- Helping children and staff at all levels to form and maintain positive working/relationships.
- Helping staff and children to feel comfortable about sharing any concerns or worries.
- Embedding in staff and children social and emotional skills and strategies which they can use and apply daily while raising their awareness of mental health and well-being so that they are better able to understand and control their emotions and feelings better (practice zones of regulation)
- Promoting positive self-concept, self-image, self-worth and self-esteem ensuring that all understand their importance in the world.
- Helping children to be resilient in the conducting of their daily roles and responsibilities as teachers and learners able to positively manage disappointments and setbacks.
- Having staff and pupils more aware of and able to identify peers and colleagues who are undergoing mental health challenges - planning and effecting the right levels of support to meet the presenting needs by simply letting someone know or making formal referrals for staff , parents and children to work with specialist services.
- Supporting and training staff to develop their skills to respond empathetically to peers and children
- foster an open culture where it's normal to talk about mental health.

### **Promoting A mentally healthy School Environment Through:**

- Promoting our school virtues values and encouraging a sense of belonging.
  - Promoting staff and pupil voice with opportunities to participate in decision-making.
- Celebrating both academic and non-academic achievements.

- Providing opportunities to develop a sense of worth for all stakeholders through aiding them with taking responsibility for themselves and others.
  - Providing opportunities to for all stake holders to reflect before reacting or responding to situations of challenge which may cause distress.
- Enabling access to appropriate support for all stakeholders.
- Ensure Mental Health and Well-Being is promoted through our bespoke **I AM OK** Programme, RE, SMSC, Citizenship and PSHE for all year groups
- **Hosting Wellbeing Days and Weeks** to further raise the awareness around mental Health and Well-Being and to further support access to relevant information and support across the school.

We Pursue Our Mental Health and Well-Being Aims Through:

- Universal, whole school approaches
- Support for pupils going through recent difficulties including bereavement.
- Specialised, targeted approaches aimed at pupils with more complex or long-term difficulties including attachment disorder.
- Nurture groups to focus on mental health, resilience and wellbeing.

### **Staff Roles and Responsibilities, Including Those With Specific Responsibility**

Whilst all staff have a responsibility to promote the mental health and well-being of children and staff across the school; there are those with a specific, relevant remit in this area which include: Key staff supporting Mental Health at St Antony's Catholic Primary School and a Team of Staff drawn from all Key Stages across the school:

**Named MH& WB Lead** – Miss JB (AAHT, SENCo, DSL/ Inclusion Manager)

**MH& WB Co- Leads** – Miss C D-H( School Therapist) & Mrs CV (HLTA)

**Named MH& WB Link Govs.** – Miss AS (Foundation Gov.) & Mrs C S-B (Parent Gov.)

The Leads work with a team of ten other named staff from across the school aiding all staff with co-ordinating whole school activities to promote positive mental health and wellbeing. The team works with the HT, RE, Citizenship and SMSC/PSHCE Lead and Pastoral Team of the Parish to:

- Provide advice and support for staff in terms of CPD/ training and updates.
- Liaising with mental health and well-being services such as MIND, NSPCC, BCCS, Rainbow Bereavement Services, CAHMS, NHS and the Local Authority making individual referrals to them as the need arises.
  - Teaching staff and children about Mental Health and Well-Being particularly focusing on the skills, knowledge and understanding needed by our pupils and staff to keep themselves mentally healthy and safe.

- Promoting further development through our RE, RHE, PSHE and I AM OK curriculum. The specific content of lessons is usually determined by the specific needs of the cohort/school at the time. However the school also uses the PSCHE Association Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

**The School also provides targeted support and offers bespoke support through personalised approaches for individual pupils or groups of pupils** which may include:

- Circle time approaches or 'circle of friends' activities.
- Targeted use of Social and Emotional Skills Building resources.
- Managing feelings resources e.g. 'worry boxes' and 'Zones of Regulations.
- Managing emotions resources (Zones of Regulations/Colourful Semantics).
- Primary Group Work/Mental health and wellbeing groups/ELSA support groups.
- Therapeutic activities including art, lego and music therapy inclusive of reflection and meditation techniques or sessions with the School's Therapist which is also available to Staff and Parents.

The school will make use of resources to assess and track wellbeing as appropriate, with specific individuals or groups in need of support. We will also explore useful strategies and initiatives broadly, with the whole staff, school and parents as appropriate, through shared links from government agencies such as the NHS, PHE, or the Local Authority using our on-line platforms of Class Dojo, School Ping and the School's Website. Our School Therapist, Outside Agencies and SENCO will provide direct support where appropriate including:

- Assessing strengths and difficulties in questionnaire format
- Using The Boxall Profile
- Emotional Literacy Scales Signposting where along the spectrum pupils, parents or staff fall along the spectrum ensuring that staff, pupils and parents are aware of what support is available within our school and how to access further support.

## **Early Identification and Warning Signs**

All staff will be given training via Staff Meetings and Webinars on how to identify the warning signs of children and staff who are contending with Mental Health and Well-Being issues.

Vigilance in identifying a range of possible difficulties that may be contributing to a pupil's and staff poor mental health will be applied as needed, including tracking and monitoring:

- **Attendance**
- **Punctuality**
- **Relationships**
- **Approach to learning**
- **Physical indicators**
- **Negative behaviour patterns**
- **Family circumstance**
- **Recent bereavement or family break-ups**
- **Health indicators** among school staff and children may also become evident from warning signs-, which may indicate a pupil, or member of staff is experiencing mental health or emotional wellbeing issues.

These warning signs should always be taken seriously and staff observing pupils or other staff experiencing any of these warning signs should communicate their concerns with the Designated Child Protection and Safeguarding officer or to any of the emotional wellbeing leads as appropriate.

Possible warning signs in staff or children may include:

- **Changes in eating/sleeping habits**
- **Becoming socially withdrawn**
- **Changes in activity and mood**
- **Talking about self-harming 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 due to unforeseen repeated 'illness'**

## **Assessment, Interventions and Support**

All concerns are reported to the DSL or designated adults within school so that needs may be assessed through a triage approach with School SENCO,



Therapist and class teachers to ensure the child or staff member 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 and Well-Being Lead for assessment. To support parents and carers we will:

- Provide information online on mental health issues and local wellbeing 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 RHE, PSHE, SMSC and I AM OK and share ideas for extending and exploring this at home.
- Organise workshops and presentations on mental health, anxiety, resilience and steps to wellbeing.

### **When a Concern Has Been Raised, Leaders of the Mental Health and Well Being Team and SENDCO will:**

- Contact parents to discuss the outcome of any assessment (although there may be cases, parents and 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. Children may be referred to one of the following services for additional support.
- Put in place Behaviour support through our pupil referral process
  - Engage with the Educational Psychology Services
  - Use CAMHS (child and adolescent mental health service)
  - Engage with the School Nursing Service



- Communicate with Children's and Family Services
- Make referrals to the School Therapists
- Engage with the relevant Family support workers or Social Workers
- Engage with Counselling Services
  - Provide CPD/Training as a minimum provision for all staff at regular intervals regarding recognising and responding to mental health and well-being concerns as part of our regular Child Protection and KCSIE training in order to enable them to keep pupils safe.
  - Use The MindEd learning portal to provide free online training suitable for staff wishing to know more about a specific issue.
  - Provide training opportunities for staff who require more in depth knowledge considered as part of our performance management process for relevant staff
  - Additional formal training / CPD will be provided to support the development needs of the Mental Health and Well-Being Leads as appropriate for the school's accreditation.
  - Train specific staff working with our most vulnerable pupils (High Needs and CIN) in response to developing situations with specific pupils.

### **Making Purposeful Links to Other Policies**

This policy links to our :

- Child Protection Policy,
- Anti Bullying
- SEND Policy
- Our Behaviour Policy and
- Staff Code of Conduct Policy.

### **Monitoring and Evaluation:**

The Mental Health and Wellbeing Policy will be published on the school website - hard copies are available on request. The policy will be reviewed every three years.