

St George's Church of England Primary School

Emotional Wellbeing and Mental Health Strategy

At St George's, we regard the mental health and emotional wellbeing of all members of the community very highly, including that of children, staff and parents. In order to maximise the positive impact that the school can have on this, the following strategy is in place:

- A "Change Team" and "Wellbeing Committee" have been created to ensure that all stakeholders have their point of view listened to. Meetings take place a number of times each term to ensure that ideas are put forward and completed, with the aim of the Mental Health and Wellbeing of all stakeholders being positive.

Children:

- All staff are trained through specific CPD, focused on mental health and wellbeing, allowing them to offer early intervention for children.
- Additional outside agency support is directly available through in-school publicity (e.g. Childline posters)
- The Wellbeing Committee are in place to support children with concerns and disputes as well as organising games and friendships groups at lunchtimes.
- Highly-trained mentors are available to provide more specific support for vulnerable children.
- The Wellbeing Committee are encouraged to share any comments linked to emotional wellbeing at meetings, giving feedback from classes.
- Longer-term support to help children with their emotional wellbeing and mental health, after assessment from the school's inclusion team, is available through a tiered system, based on the level of need:

Level 1

- Subsidised after school clubs.
- Group learning mentor sessions.
- Daily contact diary.
- Worry boxes
- Time to talk

Level 2

- Individual learning mentor sessions.
- Early help referrals (EITS etc.)
- Support with out of school difficulties (housing, benefits)
- Draw and Talk therapy.

Level 3

- Daily access to learning mentors.
- Joint working with external agencies (thriving families etc.)
- Individual counselling with school counsellor.
- Referral to external agencies for further support (Social Care, CAMHS)

Staff:

- Staff CPD allows awareness about mental health and wellbeing to be raised.
- Staff with specific mental health needs have worked with leaders to create a risk assessment.
- Any staff who declare mental health needs or any emotional wellbeing needs are referred to Occupational Health as a supportive measure.
- The school has appointed and organised training for a Mental Health First Aider.
- Staff have had access to coaching training, which can be used to support colleagues.
- The school regularly provides whole-school support to ensure staff wellbeing is positive, including arranging social events and hosting “Celebration Worship” each Friday, where staff are praised publicly.
- Leaders adopt an open-door policy, being available as much as possible to listen to any concerns, either professional or personal, making every effort to take measures to support staff members with these.
- Staff wellbeing is considered through the school’s performance management policy, investing in staff members’ professional development and journeys, through CPD, including external training, leadership courses and mentoring from school leaders.

Parents:

- Parents are kept informed about the work the school is doing to support emotional wellbeing and mental health through the school newsletter, including the termly “Wellbeing Newsletter”.

- The school website offers guidance on different aspects that impact on a child's mental health or emotional wellbeing.
- Members of the inclusion team and school leaders meet with parents to discuss issues related to children's mental health and wellbeing and regularly offer support that helps with parent's wellbeing in the process.
- The school supports vulnerable families with issues such as housing, transport and access to services, which supports their mental health and wellbeing.