



Reynalds Cross Vision:
*Reynalds Cross is a safe, supportive and fun environment
that nurtures individuality and enables
every child to flourish to be the best they can be.*

Mental Health Policy_t

Date adopted: June 2024

Next Review date: June 2025



‘Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. It is an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in. Mental health is a basic human right. And it is crucial to personal, community and socio-economic development’

World Health Organisation

Policy aims

At Reynolds Cross school we are committed to supporting the emotional health and wellbeing of our pupils and staff. We pursue this aim using a whole school approach which includes: promoting positive mental health for all our pupils and staff; recognising and addressing sources of stress in the workplace; signposting pupils and staff needing further support; and valuing all staff and pupils.

Overall, this policy aims to:

- a) build and maintain a workplace environment and culture that promotes positive mental health and wellbeing and prevents discrimination (including bullying and harassment);
- b) increase staff and pupil knowledge and awareness of mental health and wellbeing issues and behaviours;
- c) facilitate staff participation in a range of initiatives that support and promote mental health and wellbeing.

Key staff members

This policy aims to ensure all staff take responsibility to promote the mental health of pupils and staff. Key members of staff have specific roles which can change each year, therefore we keep staff informed on a termly basis.

- Senior Mental Health Lead - Jessica Francis
- Three Staff Champions
- Two pupil Champs
- Menopause Champ
- Three family support workers
- Six DSLs
- Senior Leadership Team **Procedures**

If a member of staff is concerned about the mental health or wellbeing of a student this should firstly be discussed with the class teacher

If there is a concern that the student is high risk or in danger of immediate harm, the school's safeguarding and child protection procedures should be followed.

If the child presents a high risk medical emergency, relevant procedures should be followed, including involving the emergency services if necessary.

Teaching about mental health

We:

- Help children to understand their emotions and feelings better
- Help children to communicate how they feel
- Help children socially
- Encourage children to be confident

We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of belonging
- Promoting pupil 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
 - Access to appropriate support that meets their needs

Signposting

As part of our whole school approach, we will also work with other agencies to support our students' emotional health and wellbeing such as SOLAR, YoungMinds and MHST (Mental Health Support Team).

Whole school approach working with parents and carers

We take a whole school approach towards the mental health of our pupils. This means working with parents and carers and with other agencies and partners, where necessary.

We aim to support parents as much as possible. This means keeping them informed about their child and offering our support at all times. To support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing that we have in our school.
 - Share and allow parents to access further support.
 - Ensure that parents are aware of who to talk to if they have any concerns about their child.
 - Give parents guidance about how they can support their child's/children's positive mental health.
 - Ensure this policy is easily accessible to parents.
 - Keep parents informed on how mental health is covered in our school curriculum.

Whole school approach for our staff

We aim to support our staff with their mental health and wellbeing through offering support in a variety of ways, these include:

- Staff Champions across the school
- Key days such as World Mental Health day promoted and celebrated across the school
- The investment in the SAS service which provides both physical and mental health support externally for all our staff
- Individual return to work interviews and reasonable adjustments made where necessary
- Staff breakfasts provided at least once a term
- Regular staff wellbeing days
- Staff noticeboards with specific information about mental health and wellbeing shared
- Supervision provided for DSLs and Staff Champions
- Personal care boxes available in staff toilets
- Local authority provides Wisdom - health and mental wellbeing app that can be accessed by employees

Policy review