

Caslon Primary Community School, Beecher Bear Daycare
and Nursery, Beech Tree SEMH Base and Tree Acre
(Early Years Inclusion Hub)



Mental Health and Wellbeing Policy

Policy Statement

At Caslon, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers).

We have a supportive and caring ethos, and our approach is respectful and kind, where each individual and contribution is valued.

We endeavour to ensure that children are able to manage times of change and stress and aim to ensure that they are supported to reach their potential or to 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, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

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 is everybody's business and that we all have a role to play.

Teaching about mental health

At Caslon, we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy and successful and to work in a pro-active way to avoid problems arising. We do this by:

- Creating and applying consistent ethos, policies and behaviours that support mental health and well-being.
- Adhering to a positive, restorative approach to behaviour management.
- Helping children socially to form and maintain relationships.
- Helping children to feel comfortable about sharing any concerns or worries.
- Teaching children emotional skills and an awareness of mental health so that they understand their emotions and feelings better.
- Promoting self-esteem and ensuring children understand their importance in the world.
- Helping children to be resilient learners and to manage setbacks.
- Identifying children who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers.
- Supporting and training staff to develop their skills and their own resilience.
- Developing an open culture where it's normal to talk about mental health.
- Plan in mindfulness sessions at least weekly, providing them in class and for the community through dojo
- Planning half termly yoga days where all classes access a yoga session led by a trained yoga instructor

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.
- Providing opportunities to reflect.
- Enabling access to appropriate support.
- Mental Health and PSHE for all year groups
- Wellbeing week and access to information around the school

- Hold yoga and wellbeing workshop days where children have a half hour yoga and mindful breathing session and complete themed mindful activities.
- Assigning a wellbeing warrior council consisting of children from all classes, year 1 and up and staff who meet bi-weekly and support mental health amongst their classmates.

We pursue our 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.
- Creating a wellbeing warrior school council involving pupils and staff

Staff roles and responsibilities, including those with specific responsibility

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

Key staff supporting Mental Health at Caslon Primary School

Named Mental Health Lead – Megan Hebborn

Deputy Mental Health Lead – Gareth Hill and Shelley Howell

Our Mental Health Leads:

- Lead and work with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing.
- Work with the PSHE leader re: teaching about mental health.
- Provide advice and support to staff and organises training and updates.
- Liaise with mental health services and makes individual referrals to them.
- Complete regular mental health and wellbeing surveys
- Meet on a half termly basis as the wellbeing team to discuss what is going well and next steps.

Teaching about Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves mentally healthy and safe are included as part of our developmental PSHE curriculum.

The specific content of lessons will be determined by the specific needs of the cohort we're teaching but we will also use the PSHE Association Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

KS2 children are trained as mental health champions, supporting them in helping their own mental health and the mental health of others

Targeted support

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

- Circle time approaches or 'circle of friends' activities.
- Targeted use of SEAL resources.
- Managing feelings resources, including child and staff emotional check in displays for all classrooms and offices.
- Managing emotions resources.

- Primary Group Work/Mental health and wellbeing groups/ELSA support groups.
- Therapeutic activities including art, lego and relaxation and mindfulness techniques completed in a nurture group setting
- Calm corners provided in all classrooms
- Mindfulness sessions taught in class at least weekly.

The school will make use of resources to assess and track wellbeing as appropriate including:

- The Boxall Profile
- Emotional literacy scales
- Mental health, emotional and wellbeing related Google forms created by wellbeing team.

Signposting

We will ensure 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 vigilant in identifying a range of possible difficulties that may be contributing to a pupil's poor mental health, including:

- Attendance
- Punctuality
- Relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstances
- Recent bereavement
- Health indicators

School staff may also become aware of warning signs which indicate a pupil is experiencing 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 the designated child protection and safeguarding officer or the emotional wellbeing lead as appropriate. All support staff have received mental health first aid training to support their vigilance in spotting these signs and how various difficulties may contribute to poor mental health. National college and RAW wellbeing and mental health training provided regularly to staff to update knowledge.

Possible warning signs may include:

- Changes in eating/sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking about self-harm 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

Assessment, interventions and support

- All concerns are reported to the designated adults within school and needs are assessed through a triage approach with SLT, class teachers and SENDCO
- Therapists
- Family support workers
- Counselling Services
- Referrals to Reflexions

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 passed to the Mental Health 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 PSHE and share ideas for extending and exploring this at home.
- Organise workshops and presentations on mental health, anxiety, resilience and steps to wellbeing.
- Provide weekly mindfulness activities for parents to complete alongside their children
- Weekly posters shared with parents surrounding mental health and online safety.
- Reflexions staff to be available at initial Inspire workshops to make parents aware of the support they can offer.

When a concern has been raised, teachers or the Mental Health Lead 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.

- Behaviour support
- Educational Psychology Services
- CAMHS (child and adolescent mental health service)
- School Nursing Service
- Children's and Family Services
- Therapists
- Family support workers
- Counselling services

- Reflexions

Training

As a minimum, 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 pupils safe. The National College learning portal provides free online training suitable for staff wishing to know more about a specific issue.

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.

Links to other policies

This policy links to our Child Protection Policy, Anti Bullying, SEND, Staff Wellbeing Policy and our Behaviour 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 yearly.

Policy Created: July 2025

Policy Review Date: July 2026