



*Hale Prep School Mental Health & Wellbeing Policy*

*2024 – 2025*



*Approved by: Headteacher*

*Date: September 2024*

*Last reviewed  
on: September 2024*

*Next review  
due by: September 2025*

## VISION

The mental health and wellbeing of the whole school community (pupils, parents/carers and staff) is fundamental to our school philosophy and ethos.

We aim to identify needs and offer support in a secure environment, providing children with a toolkit for life.

We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement.

**At Hale Prep we want all children to:**

- feel confident in themselves and know that their thoughts and opinions are valued
- be able to understand and express a range of emotions appropriately
- be able to make and maintain strong relationships with others
- cope with stresses that arise in daily life and manage setbacks
- feel comfortable in sharing any concerns or worries
- learn and achieve

## ETHOS

We recognise that everyone will experience mental health difficulties at some point in their lives and have an ethos, which encourages support and respect for both staff and pupils.

We aim to recognise those in need and will endeavour to support them as best we can, possibly signposting them to others who can help. We do not judge or blame, we act to provide a support network for those experiencing difficulties.

At the same time, we also recognise the importance of taking care of our own mental wellbeing, taking actions and encouraging others to include positive mental activities as part of a healthy lifestyle. Whether this is providing opportunities to talk to others, or take part in activities promoting mental health.

## MENTAL HEALTH LEAD

The school has a designated Lead for Mental Health. They act as a champion for mental health and wellbeing, reporting to the Leadership Team.

Their role is not to necessarily provide interventions, but to have a whole school overview and to coordinate the school's approach to positive mental health and wellbeing.

As endorsed by the Department for Education, they will:

- Oversee the whole school approach to mental health and wellbeing, including how it is reflected in the design of behaviour policies, curriculum and pastoral support, how staff are supported with their own mental wellbeing and how pupils and parents are engaged;
- Support the identification of at risk children and children exhibiting signs of mental ill health;

- Coordinate the mental health needs of young people within the school and oversee the delivery of interventions where these are being delivered in the educational setting;
- Support staff in contact with children with mental health needs to help raise awareness, and give all staff the confidence to work with young people;
- Oversee and monitor the outcomes of interventions, on children and young people's education and wellbeing.

### **Leadership**

The Mental Health Lead reports directly to the Headteacher and meets regularly with them and the staff Wellbeing Team to discuss the provision for staff and pupil mental health and wellbeing. The agenda for these meetings may consist of:

- Staff wellbeing provision and activities
- Pupil wellbeing provision and activities
- Parental engagement provision and activities
- Monitoring of identification and outcomes of pupil interventions
- Monitoring individual support needs
- Policy review (if required)

They may also be involved in meetings to support staff or pupils with mental health needs. The Mental Health Lead may also need to review provision as a result of individual mental health needs, even if they are not directly involved in organising the support.

### **THE STAFF**

#### **Support**

As employees, staff who feel they need support are able to access the following services:

- The Education Support Partnership – a free service for all those working in education in the UK, 08000 562 561, <https://www.educationsupportpartnership.org.uk/>
- Free & confidential counselling service for HPS staff – 0117 933 0687
- Health & medical information service – 0117 9330687

#### **Monitoring Arrangements**

In addition to regular meetings between the Mental Health Lead, Headteacher and staff Wellbeing Team, staff wellbeing is monitored through an annual anonymous staff survey.

### **THE PUPILS**

#### **Identification**

Pupils with mental health needs are often identified by those closest to them: their parents or the classroom staff. These concerns are discussed with either the SENDCo or the Mental Health Lead depending on their nature.

Staff all receive training on helping them recognise the symptoms that a mental health difficulty is affecting their daily lives.

### **Support**

This school tailors its support for our children and young people according to their needs. This support includes:

- Interventions for children who have been identified as having additional needs
- Working in partnership with parents and carers where there are concerns about mental health
- Referring families to external agencies such as CAMHS
- Working with external agencies to provide additional support to those who need it.

### **Wellbeing**

The school provides the following wellbeing activities for our children and young people:

- Mindfulness & Yoga club
- Calm Mindful Colouring club
- Keep Calm & Create club
- Meditation & Breathwork club

### **Monitoring Arrangements**

The Mental Health Lead, Headteacher and SENDCo meet regularly to monitor the provision of mental health and wellbeing for pupils.

### **Raising Concerns**

If a staff member has concerns about the mental health of a colleague, they should try and speak to them. If they remain concerned, they are able to talk in confidence to either the Mental Health Lead or their manager.

If someone has a concern about the mental health of a pupil, they should initially speak to their class or form teacher, the SENDCo or the Mental Health Lead.

### **Training**

The Senior Leadership Team assess and review the training needs of teaching and non-teaching staff, Senior Leaders and others who may be working in our schools.

During the induction process, those who have not received the mental health training identified appropriate to their role will be offered the training at the first available opportunity.