Educating For 'Life In All Its Fullness'

Harewood C of E Primary School

Wellbeing Policy
(Pupils and Staff)

Date:	**June 2026**
Review Date:	**June 2028**
Headteacher:	**A. Ratcliffe**
Chair of Governors:	**J. Jayne**

School Ethos and Values

Educating For 'life In All Its Fullness'

(John 10:10)

As a school, we work together to support and guide each other to develop a strong sense of our Emotional, Spiritual and Cultural selves through our Christian values:

By embedding these core values, we prepare our whole school community for a full life as active citizens of our world.

Safeguarding

The Governing Body and staff of Harewood C of E Primary School take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in our care.

Equal Opportunities

We have a clear duty under the Equality Act 2010 to ensure that our teaching is accessible to all pupils. Our inclusive curriculum will foster good relations between pupils, tackle all types of prejudice, including racism and homophobia, and promote understanding, tolerance and respect, enabling us to meet the requirements, and live the intended spirit, of the Equality Act 2010.

Policy Statement

> *Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.*
> *(World Health Organization)*

At Harewood C of E Primary School, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important to our lives physical health.
We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.
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.

At our school we help or children and staff to:

- understand their emotions and feelings better
- feel comfortable sharing any concerns or worries
- help socially to form and maintain relationships.
- promote self esteem and ensure everyone knows that they count.
- encourage to be confident and 'dare to be different'
- help to develop emotional resilience and to manage setbacks.

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.
- Access to appropriate support that meets their needs

We pursue our aims through:

- Universal, whole school approaches
- Support for pupils and staff going through recent difficulties, including bereavement.

Specialised, targeted approaches aimed at pupils with more complex or long term difficulties.

Scope
This policy should be read in conjunction with our Medical policy and our SEND policy in cases where pupils mental health needs overlap with these. This policy should also be read in conjunction with policies for Behaviour, Anti-bullying policies, Safer Working Practices and guidance on staff wellbeing from the local authority. It should also sit alongside child protection procedures.

All members of our school community (staff and pupils) are encouraged to speak openly about wellbeing and mental health, to look out for one another and seek help if required.

Staff have the responsibility as part of their role to safeguard the wellbeing of the children but should also be mindful of their own wellbeing and be responsible for this by taking action themselves of speaking to the relevant professionals within school or externally.

Staff wellbeing is important to the wellbeing of all our community. Good staff wellbeing enables good wellbeing for pupils.

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

Designated Safeguarding Officers
- A. Ratcliffe (Headteacher)
- G. Dodd (SENDCo)
- J. Flowerdew (School Business Manager)

Staff Members on the Wellbeing Group
- Headteacher
- Chair of Governors
- A Governor
- A Class Teacher
- A member of support staff

Mental Health Trained Staff
- Mental Health First Aider (D. Reynolds)
- Psychological First Aid (A. Ratcliffe, G, Wright)
- Senior Mental Health Lead Trained (A. Ratcliffe)

All concerns are reported to the designated adults within school and needs are assessed through a triage approach with SLT, class teachers and lead members of staff to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

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

Teaching about Mental Health
The skills, knowledge and understanding needed by our students 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 are teaching but we will also use the PSHE Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner.

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

- Circle time approaches or activities.
- Targeted use of SEAL resources.
- Managing feelings resources e.g. 'worry boxes'
- Primary Group Work/Mental health and wellbeing groups
- MindMate lessons
- Therapeutic activities including art, lego and relaxation and mindfulness techniques.
- Specific use of specialist therapists depending on the identified need.

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

- My Health My School Survey
- School Pupil Questionnaires
- Emotional literacy scales

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.

Identifying needs and Warning Signs

All staff will complete termly wellbeing trackers on their pupils aimed at identifying a range of possible difficulties 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 student 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.

- Possible warning signs include:
- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking 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

Working with Parents

In order to support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing on our school website
- Share and allow parents to access sources of further support e.g. through parent forums.
- Ensure that all parents are aware of who to talk to, and how to get about this, if they have concerns about their child.
- Make our emotional wellbeing and mental health policy easily accessible to parents
- Share ideas about how parents can support positive mental health in their children.
- Keep parents informed about the mental health topics their children are learning about in PSHE and share ideas for extending and exploring this learning at home.

Working with other agencies and partners

As part of our targeted provision the school will work with other agencies to support children's emotional health and wellbeing including:

- The school nurse
- Educational psychology services
- Paediatricians
- CAMHS (child and adolescent mental health service)
- Counselling services
- Behaviour support
- Family support workers
- Therapists
- EPOSS Cluster Services
- NHS MindMate Support Team

Training

As a minimum, all staff will receive training about recognising and responding to mental health issues as part of their regular child protection updates in order to enable them to keep students safe.

The MindEd 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.

Accessing Staff Support

Support for staff wellbeing is available from the Local Authority. They have produced a document called 'Wellbeing in Schools – What's out there?' This documents the services available to staff and pupils along with contact details of each service.

These include:

- Health, Safety and Wellbeing Team
- Headteacher Support Services
- Human Resources (HR)
- Occupational Health
- Public Health Resource Centre

Staff also have access to the Leeds 'Help – Employee Assistance Service' www.leeds.helpeap.com which offers confidential support 24hours a day, 7 days a week for employees.