



## Ravenswood School

### Mental Health and Wellbeing Policy

At Ravenswood School, we aim to promote positive mental health and wellbeing for our whole school community (children, staff, parents and carers), and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health. We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. All children go through ups and downs during their school career and some face significant life events.

Our role in school is to ensure that children are able to manage times of change and stress, and that they are supported to reach their potential or 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 and improve resilience, 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.

Our aim is to help develop the protective factors which build resilience to mental health problems and to be a school where:

- All children are valued.
- Children have a sense of belonging and feel safe.
- Children feel able to talk openly with trusted adults about their problems without feeling any stigma.
- Positive mental health is promoted and valued.
- Bullying is not tolerated.

In addition to children's wellbeing, we recognise the importance of promoting staff mental health and wellbeing.

#### Definition of mental health and wellbeing

We use the World Health Organisation's definition of mental health and wellbeing "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".

Mental health and wellbeing is not just the absence of mental health problems. We want all children/young people to:

- feel confident in themselves.
- be able to express a range of emotions appropriately.
- be able to make and maintain positive relationships with others.
- cope with the stresses of everyday life.
- manage times of stress and be able to deal with change.
- learn and achieve.



## **Our whole school approach to promoting positive mental health**

We take a whole school approach to promoting positive mental health that aims to help children become more resilient, happy and successful and to prevent problems before they arise. This is linked to our school vision of Dream, Achieve, Believe.

This encompasses seven aspects:

1. Creating an ethos, policies and behaviours that support mental health and resilience, and which everyone understands.
2. Helping children to develop social relationships, support each other and seek help when they need it.
3. Helping children to be resilient learners.
4. Teaching children social and emotional skills and an awareness of mental health.
5. Early identification of children who have mental health needs and planning support to meet their needs, including working with specialist services.
6. Effectively working with parents and carers.
7. Supporting and training staff to develop their skills and their own resilience.

We also recognise the role that stigma can play in preventing understanding and awareness of mental health issues. We therefore aim to create an open and positive culture that encourages discussion and understanding of these issues.

## **Staff roles and responsibilities, including those with specific responsibility**

Named Mental Health Lead: Katie Barnes

Deputy Mental Health Leads: Mark Senior, Cheri Frost, Julie Davis

Named Governor with lead on Mental Health: Pam Pollard

We believe that all staff members have a responsibility to promote positive mental health, and to understand about protective and risk factors for mental health. Staff are trained on Mental Health awareness through EduCare modules and/ or in school inset training. Staff report any concerns around any deterioration in a pupil's mental health through CPOMs and follow our safeguarding policy.

Our Mental Health Lead alongside the PSHCE Lead ensures that the school curriculum for PSHCE teaches about Mental Health to all pupils and provides advice and support to staff. This includes delivering training to the school (and within the county) on mental health in Schools.

Our Assistant Head/ SENCo, alongside the Children's Services Team are the first point of contact with Mental Health Services and makes individual referrals to them, she also co-ordinates the in school interventions. Completing regular assessments of all pupils and identifying any pupils who would benefit from a more personalised response in coordination with parents/ carers.



## **Support provided to pupils experiencing mental health difficulties**

We recognise that many behaviours and emotional problems can be supported within the School environment, or with advice from external professionals. Some children will need more intensive support at times, and there are a range of mental health professionals and organisations that provide support to children with mental health needs and their families.

Sources of relevant support include:

- Our own Senior Leadership Team who are trained Mental Health First Aiders
- Our Safeguarding/Child Protection Leads
- Heads of Departments/ Class Team supports
- Children's Services Team which includes our Assistant SENCo who is trained to deliver in school drawing and talking or drama therapy sessions, School Healthcare Assistant and Behaviour support.
- We also seek support from CAMHS/LD team, Music Therapist, Dance Therapist and local counselling services who work closely with the school.
- We also have staff who are trained to deliver personalised intervention groups around social, emotional and mental health support who run regular sessions for identified pupils this could be to support social skills, resilience or empathy.

## **Supporting children's positive mental health**

We believe the School has a key role in promoting children positive mental health and helping to prevent mental health problems. Our School has developed a range of strategies and approaches including:

- Lessons and assemblies to raise awareness of mental health.
- Relaxation strategies
- Student Ambassadors and School Councils– children working together to solve problems and planned sessions where identified adults mentor a designated child
- Transition programmes to and from Ravenswood and within the school through moving up day and social stories
- Class activities through PSHCE lessons, Time to Talk and check in with their class teams
- School rewards systems- credits, smileys and DAB awards
- Individualised learning targets/ differentiated work around their personal, social and emotional, communication and problem solving skills
- Small group or 1:1 intervention groups to support pupil's specific needs
- Yearly anti bullying week, Relationships and Sexual Education week and Wellbeing week to support pupils in these areas

## **Supporting and training staff**

We want all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote positive mental health and wellbeing, identify mental health needs early in children and



know what to do and where to get help. Our Mental Health Lead is a qualified 'Mental Health First Aider' and the majority of our staff members have completed the one day course on Youth Mental Health First Aid. All staff also complete the Mental Health Awareness EduCare course every two years. We provide additional training to staff as specific needs arise to ensure that staff are well supported to deal with the pupil's needs.

Supporting and promoting the mental health and wellbeing of staff is an essential component of a healthy school and we promote opportunities to maintain a healthy work life balance and wellbeing. We have a staff wellbeing committee who meet three times per year to discuss staff wellbeing and put in place procedures to support staff; All staff have access to the SAS wellbeing services where they can access a range of support and counselling if needed; Trained Mental Health First Aiders available to support staff when needed; and all new school improvement initiatives are discussed with staff wellbeing at the heart.

<b>Author</b>	<b>Date approved</b>	<b>Comments on changes</b>
K. Barnes	01/07/2020	New policy

Linked policies

Anti Bullying policy

Safeguarding policy