



Mental Health and Wellbeing Vision

Our school is invested in supporting all members of the St. Botolph's community to develop positive mental health and wellbeing. A whole school approach to this will be framed around Protect, Relate, Regulate and Reflect (see Appendix 1), in line with trauma informed practices. We believe in a holistic approach to education and mental well-being which addresses the needs of each individual. As a result, a range of support is available to ensure that everyone is able to be mentally healthy whilst also being supported to meet the high expectations of behaviour that are held for all. We do not offer a 'one size fits all approach', and rigorous support is offered to individuals who experience difficulty meeting those expectations for any reason. We are proud to work with a range of external agencies to ensure any further enhancements of support are available for our community as required.

Pupils

Intent:

To ensure every child develops positive mental health, we promote an inclusive and safe environment where every child has opportunities to build strong positive and supportive relationships with emotionally available adults throughout the setting. Underpinning our practice with all children is the need for connection and compassion, and this enables all staff to ensure that students maintain the capacity to learn, regardless of difficult events they may have experienced.

Implementation:

- Enriched relational environments throughout the school
- Emotionally available adults who implement the following skills: active listening, empathic responses and unconditional positive regard
- Regular check ins with trusted adults
- Clear procedure for parents and staff to report any concerns
- System and timeline for received concerns
- Whole school support – Wellbeing Wednesday, Wellbeing Champions, consultations with the Mental Health Support Team
- 1:1 sessions and groups – where specific needs are identified and supported

Impact:

Children will develop their ability to maintain their mental health and well-being throughout their school journey. They will gain a range of skills and knowledge to enable them to cope with the difficulties they may face during life, and will learn to build healthy support systems that will set them up for the future. All children will also learn to recognise signs in themselves and others that they may be becoming mentally unwell, and will have knowledge of how to seek help and support.

For those children who have already experienced trauma, they will be supported to be able to process and manage their experiences in a way that enables them to be mentally well.

Staff and Governors

Intent:

To ensure our staff and governors are mentally healthy, we promote an open and safe environment where they have opportunities to build positive and supportive relationships with other members of our team. We promote work life balance and ensure that everyone has an emotionally available colleague who they can turn to should they require it. We want our staff and governors to be happy, healthy and regulated. When we are mentally and physically healthy, we can provide the best support and learning opportunities for our pupils.

Implementation:

- Clear vision for the school with a focus on mental health and wellbeing
- Support and commitment from all stakeholders of the school including headteacher and governors
- Emotionally available colleagues
- Time out of class if required
- Clear, effective signposting to further support if necessary
- Opportunities for giving feedback on issues

Impact:

Staff and governors will maintain their mental health throughout their career, and the school will support them to do so. The school has clear strategies in place for supporting staff wellbeing and fosters an open-door culture where all staff feel listened to, valued and supported. A focus on collaboration and shared practice increases staff confidence and reduces stress, allowing staff members to gain a greater self-awareness. All staff will feel empowered to have a voice surrounding mental health and wellbeing and their viewpoint will be taken on board within whole school decision making.

Parents and Carers

Intent:

Our school is invested in supporting the whole family of our pupils. We believe that in order for us to achieve the best for our children, we need to take a holistic approach in our support for the community's mental health and wellbeing. We know that for children to have emotionally available adults is key. Building strong communication pathways will enable us to promote

dialogue around mental health and wellbeing and remove stigma associated with mental ill health. To support this aim, we will provide parents and carers with opportunities to access effective support systems which can enhance their mental health and wellbeing, allowing members of the St Botolph's community to learn how best to support their own and their children's mental health and form supportive relationships with other adults. It is important that parents do not feel pressured to access help or information, but they should know how and feel comfortable to do so if it is needed.

Implementation:

- Emotionally available adults in school with varied methods of communication available
- Regular contact with parents – parents evenings include consideration of wellbeing
- Collaborative working (e.g. Team Around the Family)
- Careful and clear signposting to other agencies
- Check-ins for parents/carers where desired
- A school programme of support for the wider school community

Impact:

Parents and carers will work towards maintaining their mental health and wellbeing. They will feel supported by school and know that the staff there are approachable. Signposting to other supportive agencies will be effective and parents and carers will receive the support that they will require. In turn, this will have a positive impact on the children of our school. Parents will be better equipped to understand and support the mental health needs of their children, and also to maintain their own mental health and wellbeing.