MENTAL HEALTH AND WELL-BEING POLICY

Policy Lead	Jemma Roberts
Member of leadership team with lead responsibility for oversight and update of policy	Richard Thorpe
Approved at SLT	September 2026
Approved at School Standards Committee	September 2026
Policy review cycle	Annual
Next Policy review date	September 2027

Grange Park Primary School

Mental Health and Well-Being Policy

This policy should be read in conjunction with our safeguarding 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 and Anti-bullying, and PSHE policies.

Introduction

At Grange Park Primary School, we are committed to supporting the emotional health and wellbeing of our pupils and staff. 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 children to understand their emotions and feelings better
- Help children feel comfortable sharing any concerns or worries
- Help children socially to form and maintain relationships.
- Promote self-esteem and ensure children know that they count.
- Encourage children to be confident and 'dare to be different'
- Help children 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

Teaching and Learning

At Grange Park Primary School 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. As part of our universal provision, we use the Jigsaw, which is a unique, progressive and effective scheme of work, aiming to prepare children for life, helping them really know and value who they truly are and understand how they relate to other people in this ever-changing world.

The school will also 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 Jigsaw resources.
- Managing feelings resources e.g. 'worry boxes' and 'daily check ins'
- Managing emotions resources such as 'zones of regulation'

- Pastoral co-ordinator 1:1 and support groups
- Daily check ins and outs with select children
- Therapeutic activities including art, Lego and relaxation and mindfulness techniques.
- BeeU mental health practitioners

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
- 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, including SEND information sessions.
- 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
- Behaviour support
- Paediatricians
- BeeU (child and adolescent mental health service)
- Strengthening family workers
- Therapists
- Eat well
- Healthy Families
- Private counsellors

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 students safe.

- The Educare 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.

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.

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

Confidentiality

It is important to note that confidentiality is of paramount importance with regard to those experiencing mental health difficulties and problems. However, it is essential that students and staff are aware that, in certain circumstances, where an individual is deemed to be at risk then this policy will need to be breached. At all times it is the safety of the majority that needs to take precedence over confidentiality of the individual and the majority that need to take precedence over confidentiality.

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:
Zoe Meredith – Lead Designated child protection / safeguarding officer
Jemma Roberts - Mental Health and Emotional wellbeing lead
Lucy Poole - Pastoral co-ordinator