

Mental Health and Well-Being Policy



Reviewed and Approved by:	Governing Body	
Date Adopted:	September 2023, updated February 2024	
Date for next Review:	September 2025	
Signed by Name Printed:	Chair of Governors Kirsty Bull	Headteacher Jo Hall
Date:	February 2024	February 2024

Mission Statement

At Saltergate Schools, we are committed to promoting positive mental health and emotional wellbeing to all pupils, their families and members of staff and governors. Our school offers a learning environment that enables this for all; we pride ourselves in providing a healthy environment where the whole school community is involved in promoting positive mental health. It is a universal approach where children are encouraged to become active agents in their own learning. Parents and carers are welcomed and included, they work in partnership with our school and outside agencies. Teaching staff strive to ensure positive mental health and well-being are taught explicitly through PSHE lessons as well as implicitly through other areas of curriculum. Teaching staff are provided with the resources required to help target support at the classroom level as well as guidance to take this further through referrals to outside agencies and external support groups. All staff, both pastoral and teaching, work alongside each other to ensure children are given the skills to recognise, achieve and maintain good mental health; this cohesive and co-ordinated approach to mental health will prepare them for life beyond their primary school years.

We are here to listen, learn and lead

What we do at Saltergate Schools:

As an environment promoting good mental health and well-being we:

- adopt a Hygge approach to learning to provide a calm and peaceful learning environment
- have a clear and agreed ethos and culture that accords value and respect to all
- have a commitment to being responsive to children and young people's needs
- have consideration of good mental health and well-being in all our policies and procedures
- adopt strong links with external agencies to provide access to support and information
- have a named lead for mental health promotion with the expectation that there is support and involvement and an ethos that 'mental health is everyone's business'
- have a strong belief that physical health benefits mental health, therefore we ensure we provide two hours of PE a week, as well as clubs and other lessons involving physical fitness

The children and young people in our care have:

- a voice
- the opportunity to become a pivotal role in mental health awareness by becoming a Mental Health Ambassador or benefit from those trained in the role
- restorative practice, which is used to help improve behaviour in a consistent, safe environment of acceptance and respect
- opportunities to participate in activities that encourage a sense of belonging
- the chance to play a key role in promoting good mental health and well-being throughout school, to develop a sense of worth through taking responsibility for themselves and others
- many opportunities to celebrate academic and non-academic achievements that demonstrate resilience, perseverance, imagination, effort and enjoyment

- have their unique talents and abilities identified and developed
- have opportunities to reflect
- have access to appropriate support that meets their needs
- an environment to work in that adopts the Hygge approach; ensuring a consistent and calming atmosphere at all times
- adults who care for them and model positive, appropriate behaviours and interactions at all times

To promote a positive working environment for our staff we:

- ensure their individual needs are recognised and responded to in a holistic way
- adopt a support network where all members of staff have someone to ‘check-in’ with
- have the mental health and well-being of the staff reviewed regularly
- ensure everyone feels valued and has opportunities to contribute to decision making processes
- celebrate and recognise everyone’s successes
- ensure everyone is able to carry out roles and responsibilities effectively by providing staff with opportunities for CPD both personally and professionally, including well-being sessions as part of our training
- provide guidance for staff to enable them to support children who require help with their mental health, through resources, interventions and expert help through our family support worker and other qualified members of staff

Why we do it at Saltergate:

There is no health without mental health and it is our priority to recognise, promote and encourage good mental health. In doing so, we aim to make mental health and well-being explicit in our working and learning environment; providing an atmosphere where everyone feels valued, supported and confident to tackle barriers and hurdles in life. We do this to demonstrate the importance of placing a greater focus on the early identification of problems, early intervention, and increase preventative education. Therefore, we work to provide everyone with the skills to tackle the growing crisis of undiagnosed and untreated children’s mental health.

The promotion of positive mental health for children and young people at Saltergate Schools is everyone’s business

This policy works alongside Saltergate Schools’:

- School Development Plan
- Positive Behaviour Policy
- Child Protection Procedures
- Equality Policy and Objectives
- Pupil Premium Strategy Statements
- Policies relating to SEND

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