



Kibworth CE
Primary School

Let Your Light Shine
Matthew 5:16



Mental Health & Wellbeing Strategy 2022



Our Vision and Ethos for Pupil and Staff Wellbeing

At Kibworth CE Primary School, our vision for wellbeing stems from our overall vision for our school. We believe that children who are supported with their wellbeing and children who are mental healthy will be in the right place to learn academically. This in turn will lead to children becoming confident and fulfilled individuals. We believe that good wellbeing is essential for all children to thrive and we want every child to be able to let their light shine. We believe that staff who are supported with their wellbeing will find better satisfaction in their work and this will positively impact the children they work with.



Our Vision

Let your light shine

Matthew 5:16

We believe, 'there is something potentially wonderful in everyone', and therefore our vision is;

- To provide children with a secure, fun, caring and challenging environment which enables them to reach their full potential.
- To develop our Christian ethos and build upon our values which enable children to learn effectively within our inclusive and supportive environment.
- To build partnerships with parents, carers and our wider community we are committed to providing an inspirational education that nourishes all children's needs.

So that our children can let their light shine to the world

We recognise that children and adults bring with them different abilities, experiences and family circumstances and that creating a safe secure environment with a positive ethos will foster good relationships and positive engagement.

We acknowledge that many children and adults will have difficult moments in their lives which make them more vulnerable to mental health difficulties and periods of poorer wellbeing. We work with parents and carers and other agencies where needed, to support children through these difficult times. Some children facing difficulties benefit from small intervention groups or individual intervention to support them with their wellbeing. Adults facing difficulties benefit from appropriate signposting and support from recognised services. Our whole school approach therefore ensures that we provide children and adults with the skills and confidence to deal with the challenges they may encounter in life.

Why do we need a Mental Health and Wellbeing Strategy?

Kibworth CE Primary School is an inclusive setting where mental health and wellbeing promotes school success and improvements by:

- Promoting positive mental and emotional wellbeing by providing information and support through our curriculum, PSHE and whole school ethos.
- Creating a shared understanding of all aspects of mental health.

- Enabling those with mental health related issues to self - disclose and seek support in a safe confidential manner.
- Offering guidance and strategies, along with the support of Mental Health First Aiders, to support pupils and staff to be mentally healthy.
- Creating a culture to support and maintain positive mental health and wellbeing.
- Through our Wellbeing Champions, Pastoral Team and Change Team, offer guidance and strategies to support pupils, staff and the wider school community
- Creating a culture that promotes emotional wellbeing and mental health and recognising that this is the responsibility of all

Wellbeing Aims for... Our Pupils

Our role in school is to provide a safe environment where we support our pupils to become more resilient and manage times of stress, change and upset. Our role is to also support our pupils in their understanding of what they can do to maintain positive mental health, what affects their mental health, and what they can do for themselves when they are experiencing a particular emotion.

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

- All Pupils are valued
- Pupils have a sense of belonging and feel safe
- Pupils are able to communicate and feel listened to, with trusted adults, about their emotions
- Positive emotional wellbeing and mental health is promoted and valued
- Pupils let their lights shine in all that they do.
- Pupils have a thorough understanding of the school's Christian values in order for them to impact their lives positively for now and for the future.
- Pupils flourish as individuals in order to achieve their best socially, emotionally and academically.
- They understand how movement, healthy feelings, healthy eating and healthy sleep patterns all contribute towards successful wellbeing.

...Our Staff

In addition to children's wellbeing, we recognise the importance of promoting our staff's mental health and wellbeing. We recognise that our staff are the most important resource and are valued, supported and encouraged to develop personally and professionally within a caring, purposeful school community. We recognise that there is a direct link between the wellbeing of our staff and the wellbeing of our pupils, and that the culture and values of our School are determined by the extent to which staff work towards our vision.

At Kibworth CE Primary School, we believe that it is essential that all staff feel part of a supportive and valued team, have the opportunity to express their views and are supported to manage their workload within a culture that supports a healthy work-life balance.

Our aim is to be a school for our staff where:

- they are valued
- they are supported to build resilience to mental health problems
- they are supported to keep a healthy work-life balance
- positive mental health is promoted and valued
- we recognise and promote the importance of a happy team
- we ensure that there are effective methods of communication
- times of stress are addressed and staff are supported through it
- we learn from each other

...Our Parents and Carers

At Kibworth CE Primary School, we believe that it is essential that all parents and carers feel part of a supportive and valued community and have the opportunity to express their views and feel confident that they are being listened to.

Our aim is to be a school for our parents and carer's where:

- Parent and carers' views are highly important
- They feel valued members of our school community
- They feel that they are actively involved within their child's education
- They feel able to come to us for support
- They feel listened to and that their voice is heard

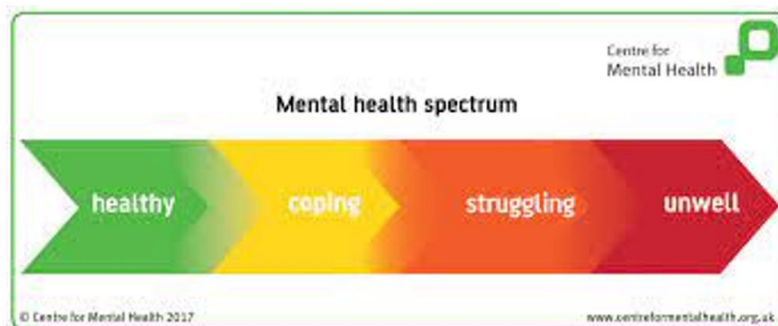
What is the Mental Health and Wellbeing Strategy?

The Mental Health and Wellbeing Strategy is a guide to define 'how' we are expected to support children and staff with mental health and wellbeing and 'what' practice we implement to support mental health and wellbeing. The strategy details the systems in place to ensure that mental health and wellbeing is embedded into our culture to support the children and staff at Kibworth CE Primary School.



NHS 5 steps to wellbeing

What do we mean by mental health?



Mental Health is “the emotional and spiritual resilience which enables us to enjoy life and survive pain, suffering and disappointment. It is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance.” (World Health Organisation)

Mental health affects all aspects of life and behaviour. Like physical health, mental health is something we all have. It can range across a spectrum from healthy to unwell; it can fluctuate on a daily basis and change over time, see above spectrum.

How does Kibworth CE Primary School promote positive mental health? (Prevention):

- By promoting knowledge and understanding of both internal and external support services.
- By encouraging and supporting the whole school community to be positive in its approach to mental health and wellbeing.
- By providing guidance and support to all those connected with the organisation to help them develop confidence in their ability to manage mental health and emotional wellbeing.
- By providing appropriate training and information to staff on mental health and emotional wellbeing.
- Having a named Mental Health Lead and a pastoral team at Kibworth CE Primary School who are the contact point and responsible for coordination and delivery of the school’s mental health and emotional wellbeing strategy.
- Introduction of a named Wellbeing Champion and Mental Health Youth First Aiders who will become embedded into the strategy.
- By embedding mental health and emotional support across the curriculum and teaching and learning about mental health and emotional wellbeing..

How does Kibworth CE Primary School support mental health?

Addressing Needs (mechanisms to support children and staff):

- By promoting a culture which supports and encourages self - disclosure.

- By using the 'Mental Health Spectrum' to identify children that fall into the 'struggling' and 'unwell' mental health categories and seek support from the school's Mental Health and Wellbeing Lead, Mrs Marks.
- By provide a framework for responding appropriately to mental health and wellbeing.
- By recognising that staff have the responsibility to alert others to potential and actual indicators of mental health needs and to take this action whenever necessary. For pupils, through our Wellbeing referral support system and CPOMS system following our Safeguarding Policy and for staff, via their Key Stage Leader or the Senior Leadership Team.
- Co-operating with other organisations involved in the delivery of mental health and emotional support services.
- Observing the principles of confidentiality and general data protection in respect of mental health and emotional wellbeing.

What do we do if we believe a child or member of staff needs support?

Any member of staff who is concerned about the mental health or wellbeing of a student should speak to the Mental Health Lead in the first instance. If there is a fear that the student is in danger of immediate harm, then the normal child protection procedures should be followed with an immediate referral to the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead. Any other Safeguarding concerns that are non-urgent should be recorded via CPOMS

Any member of staff concerned about the mental health or wellbeing of a colleague should also speak to the Mental Health Lead who will consider the best course of action to take to support the colleague.

What happens when a wellbeing concern is raised about a student?

Wellbeing concern about a student raised by parent, child or member of staff.

EPIC Wellbeing Screener completed by class teacher with support from ELSA.

Wellbeing Screener supports class teacher with immediate class based intervention strategies.

After two blocks of support, onward referral for more specialist mental health and wellbeing support to be made e.g GP, School nurse. Wellbeing lead / ELSA or SENDCo to meet with parent.

Following class based wellbeing intervention, class teacher, SENDCo or SLT completes ELSA referral form.

ELSA referral passed to Mental Health and Wellbeing Lead.

Review and complete second block of support if needed.

Referral triaged for support in pastoral team meeting.

Once ELSA intervention begins, Goodman's Strengths & Difficulties Questionnaire (SDQ) completed to further assess needs.

Targeted ELSA intervention delivered, fed back to parents and reinforced in the classroom. 4 – 8 weeks.

ELSA support intervention plan devised.

Additional wellbeing screeners that may be used

My Feelings Scale KS1

	Never	Sometimes	Always
I feel lonely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I cry a lot	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am unhappy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nobody likes me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I worry a lot	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have problems sleeping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I wake up in the night	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am shy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel scared	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I worry when I am at school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I get very angry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I lose my temper	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I hit out when I am angry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do things to hurt people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am calm	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I break things on purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Stirling Children's Well-Being Scale

Tick the box against each question that best describes your thoughts and feelings over **the last two weeks**. There are no right or wrong answers.

	Question	Never	Not much of the time	Some Of The Time	Quite a lot of the time	All Of The Time
1.	I think good things will happen in my life					
2.	I have always told the truth					
3.	I've been able to make choices easily					
4.	I can find lots of fun things to do					
5.	I feel that I am good at some things					
6.	I think lots of people care about me					
7.	I like everyone I have met					
8.	I think there are many things I can be proud of					
9.	I've been feeling calm					
10.	I've been in a good mood					
11.	I enjoy what each new day brings					
12.	I've been getting on well with people					
13.	I always share my sweets					
14.	I've been cheerful about things					
15.	I've been feeling relaxed					

Supporting staff with positive mental health and wellbeing

The employer's 'duty of care' towards employees, legislation and case law, require them to manage and safeguard the physical and psychological well-being of the school's employees.

The Advisory Board and Senior Leadership Team will continue to promote and work towards performance improvement and efficiency, getting the very best from our staff, retaining and attracting the people who are best skilled and well-motivated. Wellbeing in the workplace is relevant to all employees and everyone can contribute to improved wellbeing at work. Addressing workplace wellbeing can help strengthen the positive, protective factors of employment, reduce the risk factors for mental ill health and improve general health.

"In case of emergency, air masks will drop from the ceiling. If you are travelling with a child, please put on your own mask before helping the child."

To fulfil this commitment the Governing Body and Senior Leadership Team will:

- Make health and wellbeing a core priority. Value the strategic importance and benefits of a healthy workplace. We will encourage a consistent, positive approach to all staff health and wellbeing.
- Make clear the link between employees' health and wellbeing and improved performance.
- Ensure all leaders are committed to the health and wellbeing of staff and act as good role models.
- Make communication clear to ensure that staff have realistic expectations of what's possible, practical and affordable.
- Be aware that a return to work from sickness does not necessarily indicate that an employee's health and wellbeing has improved. Return to work interview takes into account that aggressive return to work procedures can encourage presenteeism to the detriment of our school.
- Recruit staff who have the positive leadership traits associated with improved staff health and wellbeing. These traits include being open and approachable and encouraging new ideas.
- Ensure health and wellbeing policies are included in any induction, training and development programmes for new staff.
- Promote <https://www.educationsupport.org.uk/> and <https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/> as valuable mental health resources to staff.
- Have a proactive and visible commitment to health and safety and its role in improving the health and wellbeing of staff, that is, view health and safety as part of the culture of a caring and supportive employer -not only a statutory requirement.
- Create a supportive environment that enables employees to be proactive when and if possible to protect and enhance their own health and wellbeing.

- Seek to identify potential circumstances that may affect the wellbeing of staff and conduct risk assessments.
- Increase awareness and understanding of how to promote wellbeing at work and the avoidance of absence.
- Ensure advice and guidance is available to leaders in dealing with wellbeing concerns of staff.
- Ensure that there is a culture where there is no expectation that staff communicate about work outside of normal working hours (except in an emergency, eg child protection issues).
- Ensure that all staff take part in a supportive appraisal process.
- Conduct an annual (anonymous) staff survey in order to collate information from all staff groups, which will inform future strategies to support the health and wellbeing of staff.

Where possible, staff are supported with their work/life balance and wellbeing outside the school. Examples of this could include providing staff with leave for both special events and celebrations, and time off to deal with family emergencies – in line with the Academy Trust 'Leave of Absence' policy.

All staff are encouraged to take a responsible approach to health and wellbeing issues, including adopting a robust self-management to their own health.