



Well-being Policy
April 2020



Wellbeing Policy at Twydall Primary School 2019-20

Context

Mental health is 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.
(World Health Organization)

At Twydall Primary, we aim to promote positive mental health for every pupil, member of staff and stakeholder. We promote positive wellbeing through the schools values represented by the 4C's of Care, Courtesy, consideration and commitment, beliefs, policies and actions which are embedded within the establishment, its staff and curriculum. We pride ourselves in being a trauma aware school and are proud of our bespoke well-being unit. We continue to develop ACE's training throughout the school community.

This policy describes the school's approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff including non-teaching staff and governors. This policy should be read in conjunction with policies which include:

- SEND Policy
- Safeguarding Policy

The policy aims to:

- Promote positive mental health in all staff and students
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of mental ill health
- Provide support to staff working with young people with mental health issues
- Provide support to pupils suffering mental ill health and their peers and parents

Lead members of staff

Whilst all staff have a responsibility to promote the mental health and wellbeing of students, staff with a specific, relevant remit include:

- Catherine Logan is the Designated Safeguarding Officer and Single Point of Contact (SPOC) for any Prevent or Safeguarding issues.
- Jack Allen, Catherine Johnstone, Geraldine Faultley, Holly Deasy and Kelly Pagee are the Deputy Designated Safeguarding Officer and Single Point of Contact (SPOC) for any Prevent or Safeguarding issues.
- Holly Deasy (The home support worker) and Kelly Page are the schools Wellbeing Champions
- We have a number of first aid trained staff.



- Catherine Johnstone is the (SENDCO) and mindfulness coach
- Esther Welsh the Deputy SENDco

Teaching about Mental Health

The skills, knowledge and understanding needed by our pupils to keep themselves and others physically and mentally healthy and safe are included in the school's PSHE programme. The specific content of lessons will be determined by the specific needs of the cohort and current risk factors. All subjects endorse SMSC development and wellbeing, how to recognise and respond to extremism and how to keep yourself safe. We deliver lessons in Computing about staying safe online. Assemblies led by SLT are also aimed at addressing mindfulness issues.

Signposting

We will ensure that staff, pupils and parents/carers are aware of sources of support within school and in the local community, what support is available within our school and local community and who it is aimed at. We will display relevant sources of support in communal areas such as student notice boards and toilets and we will regularly highlight sources of support to students within relevant parts of the curriculum. Digital platforms- the website, twitter and Facebook are also used as a mechanism to share key information.

Warning Signs

School staff may become aware of warning signs which indicate a pupil is experiencing mental health or emotional wellbeing issues. (ACES). These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns to a member of the well-being team.

Possible warning signs include:

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating / sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Talking or joking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Skipping PE or getting changed secretly
- Lateness to or absence from school
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism
- Avoiding learning



- **Responding to Risks**

At Twydall Primary, we tailor our intervention to the vulnerabilities of pupils and associated risks on a yearly basis. Staff are updated in September and as part of Induction. Medway Safeguarding Audit is carried out yearly and implemented as appropriate.

Intervention and support is offered in a variety of means which includes, 1-1 meetings, tailored therapies offered via the well-being centre including large presentations, referrals, assemblies, Circle Time, and lessons.

Current Risks Identified (2019-20)	Intervention for 2019-20
Mental health and wellbeing which may include: Anxiety Depression Stress Suicidal thoughts Self-Harming Erratic Behaviour DA exposure Exam stress Bereavement	<ul style="list-style-type: none"> • 2 Schools Counsellors • 1 Emotional Resilience nurse • 2 Health & Wellbeing Officers • 6 DSLs • staff trained in Safeguarding • staff trained in ACEs • Educare training on Health and wellbeing • TSP Sessions which focuses upon support, strategies, key staff, agencies, sign posting. • Staff training • Links with NELFT • Student Profiles • Health & Wellbeing weeks • Lifeline/ Samaritans • Bereavement Protocols in place • First Aiders • CPOMs • Posters & Advice around • Transition • Curriculum modification/Flexi-timetables • Creative Fridays • Feedback policy • Joint PPA • Subject specialism planning and review sessions • 1 parents evening per annum • Mentally Healthy Schools Subjection
PSHE Sexual Education	<ul style="list-style-type: none"> • Year 6 • Links with CPD • Medway Heath Link



Digital and Online danger which may include: Grooming Stolen identity Inappropriate use of social media Sexual exploitation Rape/Assault	<ul style="list-style-type: none">• Online safety training for staff• Online training for students• TSP sessions• Safeguarding button/Report Danger• SECURUS• Online Policy• ICT Staff support• Microsoft 356/tapestry
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Training

As a minimum, all staff will receive regular training about recognising and responding to mental health issues in order to enable them to keep students safe. We will host relevant information on our website for staff who wish to learn more about mental health. Use Educare and Optimus online training packages to update staff. The SENDco and the Home School support worker have participated in mental health training, the well-being champion has completed her ELSA training.

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. Where the need to do so becomes evident, we will host training sessions for all staff to promote learning or understanding about specific issues related to mental health.

Covid-19 update

Vulnerable families identified and support via phone calls, home welfare checks, food parcels. Liaising with other professionals to ensure a continuity of provision and support at this time.

Catherine Logan
April 2020