

WEST PARK ACADEMY

Positive Mental Health and Emotional Wellbeing Policy



This policy was written in consultation with staff, pupils and parents.

Date Reviewed:

July 2024

Our Ethos

At West Park Academy we are preparing our children for a lifelong love of learning, whilst developing them as independent, resilient and unique individuals.

We provide:

- A welcoming and safe learning environment, which gives children a sense of belonging and community.
- Interesting and engaging lessons that stimulates curiosity and offers them memorable experiences and opportunities to engage with the world around them.
- A warm and trusting relationships built on mutual respect.
- An ethos where everyone is valued and everyone is equal.
- A school setting where emotional health, happiness and wellbeing is central.
- An environment where the dispositions of resilience, individuality, independence, flexibility of thought and sense of purpose are valued.

At school we:

- Help children to understand and manage their feelings and emotions better
- Help children feel comfortable sharing their concerns or worries
- Help children socially to form and maintain positive relationships
- Develop children's self-belief and make them feel valued
- Support children to recognise the impact their choices make
- Help children to develop the emotional resilience and manage setbacks

For staff we:

- Build a workplace environment that is supportive, welcoming and prevents discrimination (including bullying and harassment)
- Increase employee knowledge of mental health and wellbeing issues and behaviours
- Reduce stigma around issues of mental health
- Facilitate employees active participation in a range of initiatives that support mental health and wellbeing

We pursue our aims through a wave approach that provides:

- Wave 1- Universal, whole school approaches for all within the classroom setting
- Wave 2- More tailored support for pupils who are experiencing difficulties
- Wave 3- Specialised, targeted approaches aimed at pupils who have identified SEMH needs utilising internal and external specialists

Wave 1 approaches

We teach the skills, knowledge and understanding needed by pupils to keep themselves mentally healthy and safe as part of our PSHCE curriculum, weekly circle time and PE through the TEAM up kids programme.

In addition we use the following:

- Mindfulness activities including yoga
- Brain breaks
- Meet and greet including on entry messages
- Calming classroom music
- Outdoor learning
- Visual timetable
- Therapeutic activities such as storytelling, relaxation techniques, story writing etc

Classes will also develop their own mechanisms for sharing their worries utilising systems that they come up with together. Examples of these are Box of Worries.

Wave 2 approaches

- ELSA support
- Small group circle time addressing any issues led by the class teacher or teaching assistant
- Group work with the Home School Family Co-ordinator
- Sensory resources
- Nurture provision at a lunchtime
- Feelings charts
- Lego therapy
- Personalised timetable
- Time to talk

Wave 3 approaches

- Work with outside agencies such as the Educational Psychologist, CAMHS, the school nurse, Mental Health support teams, Early Help

Support for Staff

The school enhances staff motivation, learning and professional development through:

- Dedicated PPA time within the school week
- Whole school training events
- Access to appropriate quality professional development
- Consultation on training and support needs through Performance Management and review
- Signposting to additional services e.g counselling, QWELL, support from our HR manager
- A staff room environment that is relaxing with free refreshments

Working with Parents

In order to support parents we will:

- Signpost parents to sources of information about mental health and wellbeing through our HSFW
- Ensure that all parents who need to are aware of who in school they can talk to
- Share ideas on how parents can support their children's mental health through our website and social media
- Offer Early Help where appropriate
- Keep parents informed about the mental health topics their children are learning in PSHCE and share ideas for extending and exploring learning at home through the enquiry grids to parents

A staff Wellbeing Team has been established to communicate with Senior Leaders and manage the emotional health and wellbeing needs of the pupils and staff within the school.

They carry out an annual audit to collect the voice of staff, pupils and parents and use this to create an annual action plan.

Lead Members of staff

Alison Johnson – ELSA Lead

Louise Conroy - Mental Health Lead

Alex Nelson - SENDCO

Gemma Chambers - PSHCE Lead

Andrea Siddique - ELSA and Bereavement support

Emma Bainbridge - ELSA

Lisa Clark - ELSEY

Sam Hirst - Principal and Pastoral Lead

Catherine Thirlway - HR Manager