



Elm C of E Primary School & Pre-school

Pupil Mental Health and Well-being

Policy

September 2025

Policy statement

At Elm C of E, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important to our lives physical health.

At Elm C of E we endeavour to ensure that children are able to manage times of change and stress. We aim to ensure that they are supported to reach their potential or access help when they need it. We also have a role to ensure that children learn about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

How the policy was developed.

This policy has been created through consultation with the school community.

In developing the policy we have taken account of:

Supporting Wellbeing guidance

Promoting children and young people's emotional health and wellbeing. Public Health England

Youth Mental Health First Aid

MindUP

Links to other policies

This policy links to our Child Protection Policy, Anti Bullying, SEND Offer and our Positive Behaviour Policy and Thrive Approaches. It draws on our whole school use of Steps, a therapeutic approach to behaviour management that aims to use training and resources to understanding the causes of behaviours, rather than a focus on the behaviours themselves.

Teaching about mental health

At Elm C of E we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy and successful and to work in a pro-active way to avoid problems arising. We do this by:

- Creating and applying consistent ethos, policies and behaviours that support mental health and resilience, and which everyone understands.
- Adhering to Steps therapeutic approach to behaviour management.
- Focusing on the 5 steps to wellbeing and 'Zones of regulation'.
- Helping children to develop social relationships, support each other and seek help when they need it.
- Promoting self-esteem and ensuring children understand their importance in the World.
- Helping children to be resilient learners and to manage setbacks.
- Teaching children social and emotional skills and an awareness of mental health.
- Identifying children who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers.
- Supporting and training staff to develop their skills and their own resilience.
- Developing an open culture where it's normal to talk about mental health.

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.
- Enabling access to appropriate support through our Thrive Practitioner or external agencies.
- Mental Health, MindUP and PSHE for all year groups
- Wellbeing week and access to information around the school
- Workshops for parents and carers
- DEMAT Purple Day

Small group activities.

- Nurture groups to focus on mental health, resilience and wellbeing.
- Lunch bunch.
- Children to be aware that they can drop in and see a designated adult if they are anxious or worried about a certain situation/issue.

Staff roles and responsibilities, including those with specific responsibility

We want all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote this in and out of their classrooms.

A number of staff are Mental Health Level 1 certified with regular access to e-modules to upskill their knowledge.

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At Elm C of E we promote opportunities to maintain a healthy work life balance. Staff are supported pastorally and have access to enriched opportunities. Staff also have access to external support systems.

We believe that all staff have a responsibility to promote positive mental health and to understand the protective and risk factors for mental health. Some children will require additional help; all

staff should have the skills to identify warning signs of mental health problems and ensure that children with mental health needs get early intervention and the support they need. Key staff supporting Mental Health at Elm C of E Primary School

Named Mental Health Leads – Mary-Ann Short (Senco) Jade Betts (Head)

Named Mental Health Governor – Kim Summers

Thrive Practitioner – Joanna Dick

Our Mental Health Leads;

- Lead and work with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing.
- Lead on PSHE teaching and advice on mental health.
- Provides advice and support to staff and organises training and updates.
- Are the first point of contact with mental health services and makes individual referrals to them.

Many behaviours and emotional problems can be supported within the school environment, or with advice from external professionals.

Early identification

We aim to identify children with mental health needs as early as possible to prevent things from getting worse, we do this in different ways including:

- Teaching resources including: Thrive assessment, SDQ (Social difficulty questionnaire) Steps Anxiety mapping and Roots and Fruits table and checklist. Advice on 'how schools can support children and young person's mental health.
- Changes in patterns may indicate warning signs indicating that a student is experiencing mental health or emotional wellbeing issues. Teaching and support staff are responsible for reporting concerns about individual children to designated adults within the school.

Attendance

Punctuality

Relationships

Approach to learning

Physical indicators

Negative behaviour patterns

Family circumstance

Recent bereavement

Health indicators

Possible warning signs include;

Changes in eating/sleeping habits

Becoming socially withdrawn

Changes in activity and mood

Talking 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

Assessment, interventions and support.

All concerns are reported to the designated adults within school and needs are assessed through a triage approach with SLT, class teachers and SEN to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

Working with parents and carers.

Parents or carers can approach their child/children's class teacher if they have mental health concerns. This will be cascaded to the Mental Health Lead for assessment.

To support parents and carers we will be:

- Organising workshops and presentations on mental health, anxiety, resilience and 5 steps to wellbeing.
- Provide information online via <https://www.elm.cambs.sch.uk/> on mental health issues and local wellbeing and parenting programmes.
- Share ideas about how parents and carers can support positive mental health in their children.
- Make our emotional wellbeing and mental health policy easily accessible to parents.
- Keep parents informed about the mental health topics taught in PSHE and share ideas for extending and exploring this at home.

When a concern has been raised, Elm C of E teachers or Mental Health Lead will:

- Contact parents to discuss the outcome of any assessment (Although there may be cases, parents and carers cannot be involved due to child protection issues.)
- Discuss any relevant referrals to external agencies.
- Signpost parents to further information or provide resources to take away.
- Create a chronology of actions and events
- Agree mental health care and protection plan where appropriate including clear next steps.
- Discuss how parents can support their child through strategies or signposts to parenting support groups.

Working with specialist services.

As part of our targeted provision the school will work with other agencies to support children's emotional health and wellbeing. Your child may be referred to one of the following services for additional support.

- CAMHS
- School Nursing Service
- Children's Services.
- Therapists
- Family support workers.
- Educational psychology services.
- Counselling services.

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. Mental Health Leads will have Youth Mental health and Adult Mental Health first aid.

The MindEd 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.

The mental health and wellbeing policy is on the school website and hard copies are available on request.