SHREWSBURY HOUSE SCHOOL
FOUNDED 1865

MENTAL HEALTH AND WELLBEING POLICY

Policy owner:	Deputy Head Pastoral / DSL
Approved by:	Executive Head
Date of last review:	September 2026
Next review:	September 2027

1. Introduction

The mental health and wellbeing of the whole school community (pupils, parents/carers and staff) is fundamental to our school philosophy and ethos. We aim to identify needs and offer support in a secure environment, providing children with a toolkit for life.

We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. We recognise that mental health problems can, in some cases, develop into safeguarding concerns. Staff are not expected to diagnose mental health conditions; however, all staff are responsible for noticing, recording, and acting upon signs that a pupil's mental health may be placing them at risk of harm, or may be a consequence of abuse, neglect, or exploitation.

This policy should be read in conjunction with the following policies:

- Safeguarding & Child Protection Policy;
- Anti-Bullying Policy;
- Health & Safety and Risk Assessment Policy;
- Learning Enrichment (SEND) Policy;
- PSHE Policy.

2. Policy Statement

We recognise that everyone will experience mental health difficulties at some point in their lives and have an ethos, which encourages support and respect for both staff and pupils. We aim to recognise those in need and will endeavour to support them as best we can, possibly signposting them to others who can help. We do not judge or blame, we act to provide a support network for those experiencing difficulties.

At the same time, we also recognise the importance of taking care of our own mental wellbeing, taking actions and encouraging others to include positive mental activities as part of a healthy lifestyle. Whether this is providing opportunities to talk to others, or take part in activities promoting mental health.

3. Policy Aims

The aim of our policy is to demonstrate our commitment to the mental health of our pupils, parents/carers and staff. At Shrewsbury House School we want all pupils to:

- feel proud of who they are and ensure their voice is heard;
- understand their feelings and express them with kindness;
- develop strong, happy relationships with peers;
- "have a go" and bounce back from small setbacks;
- feel safe and brave enough to share any worries;
- be excited to achieve their best.

We will always promote a healthy and secure environment by:

- promoting positive mental and physical health and emotional wellbeing;
- celebrating both academic and non-academic achievements;
- sharing our school values and encouraging a sense of belonging and community;
- providing opportunities to develop a sense of self and worth;
- allowing opportunities for pupils to share their thoughts and opinions and participate in decision making wherever possible;
- raising awareness amongst staff and pupils about mental health;
- enabling staff to respond to early warning signs of mental-ill health in pupils;
- supporting staff who are struggling with their mental health.

4. Roles

<u>Mental Health Lead</u>
The designated lead for Mental Health is the Deputy Head Pastoral, DSL, who acts as a champion for mental health and wellbeing.

This position is not to necessarily provide interventions, but to have a whole school overview and to coordinate the school's approach to positive mental health and wellbeing.

The role of Mental Health Lead, as endorsed by the Department for Education, is to:

- oversee the whole school approach to mental health and wellbeing, including how it is reflected;
- in the design of behaviour policies, curriculum and pastoral support, how staff are supported with their own mental wellbeing and how pupils and parents are engaged;
- support the identification of at-risk children and children exhibiting signs of mental ill health;
- coordinate the mental health needs of young people within the school and oversee the delivery of interventions where these are being delivered in the educational setting;
- support staff in contact with children with mental health needs to help raise awareness, and give all staff the confidence to work with young people;
- oversee and monitor the outcomes of interventions on children and young people's education and wellbeing.

If a member of staff is concerned about the mental health and wellbeing of a student, then in the first instance they should speak to the Deputy Head Pastoral/DSL.

5. Leadership

The Mental Health Lead reports directly to the Executive Head and meets regularly with them and the staff Wellbeing Team to discuss the provision for staff and pupil mental health and wellbeing. The agenda for these meetings may consist of:

- staff wellbeing provision and activities;
- pupil wellbeing provision and activities;
- parental engagement provision and activities;
- monitoring of identification and outcomes of pupil interventions;
- monitoring individual support needs;
- policy review (if required).

They may also be involved in meetings to support staff or pupils with mental health needs. The Mental Health Lead may also need to review provision as a result of individual mental health needs, even if they are not directly involved in organising the support.

6. Pupils

All pupils are encouraged to speak about how they are feeling mentally, to class teachers or a trusted adult. This is communicated in school assemblies, via posters around the buildings and through other means, such as lessons.

Teaching about mental health

Our PSHE curriculum is developed to give students the skills, knowledge, and understanding they need to keep themselves healthy mentally. This includes resilience techniques and training.

Our PSHEE curriculum and lesson content is regularly reviewed to ensure that they meet the aims outlined in this policy.

7. Whole School Approach

We take a whole school approach towards the mental health of our students. This means working with parents and carers and with other agencies and partners, where necessary.

Working with parents and carers

We aim to support parents as much as possible. This means keeping them informed about their child and offering our support at all times. To support parents, we will:

- highlight sources of information and support about mental health and emotional wellbeing that we have in our school;
- share and allow parents to access further support;
- ensure that parents are aware of who to talk to if they have any concerns about their child;
- give parents guidance about how they can support their child's positive mental health;
- ensure this policy is easily accessible to parents;
- keep parents informed about the mental health training our school staff receive and how mental health is covered in our school curriculum.

Working with other agencies and partners

As part of our whole school approach, we will also work with other agencies to support our students' emotional health and wellbeing. This might include liaising with:

- The school matron;
- Paediatricians;
- CAMHS;
- Counselling services;
- Therapists;
- Family support workers;
- Behavioural support workers.

8. Training

All staff will receive regular training in child mental health so that they can recognise and respond to mental health issues. This will form part of their regular safeguarding training and is a requirement to keep children safe.

We will consider additional training opportunities for staff and we will support additional CPD throughout the year where it becomes appropriate due to developing situations with pupils.