



Lever Edge Primary Academy

Wellbeing and Mental Health Strategy 2021 – 2022

Vision Statement

Mental Health and Wellbeing is a priority for Lever Edge Primary Academy. The school endeavours to:

- support everyone's wellbeing and mental health, so that they can be the best they can be, are happy together, resilient, ready to learn and succeed
- empower everyone in the community to be emotionally literate
- enable stakeholders to develop strategies to manage their emotional wellbeing and mental health

At Lever Edge Primary we aim to promote positive mental health for every child, parent / carer and member of staff. We pursue this using both universal, whole school and specialised approaches for identified vulnerable children and families.

To complement this, and as part of our commitment to wellbeing of our children, staff and stakeholders, we have embarked on a journey to work towards achieving a national award called Wellbeing Award for Schools. It is an award that recognises a school's efforts to promote and protect positive emotional wellbeing and mental health education and support. The award requires us to develop an action plan to concisely recognise what we currently do and offer additional opportunities to support and promote mental health and wellbeing.

Strategic Overview

To implement the vision, the Head Teacher and Trustees committed to appointing our Pastoral Lead to the role of designated lead for Mental Health and Wellbeing. The Mental Health and Wellbeing lead will be responsible for promoting the wellbeing and positive mental health of children, staff and parents.

The Wellbeing Lead is to include the following into their role:

- To lead the Wellbeing Award for Schools (WAS)
- To plan and create an action plan for the WAS process
- To evaluate the impact and outcomes based on the action plan
- Signposting staff and parents to organisations/resources that can support with emotional health and wellbeing
- Creating and delivering bespoke staff training on wellbeing and mental health
- Leading the Change Team; to drive positive wellbeing across the whole-school community
- Engage parents and promote family wellbeing
- Where possible, work with other agencies to further improve and develop mental health and wellbeing across the whole community

Objectives linked to the Wellbeing Award	Focus linked to the Wellbeing Award	What we will do to achieve this	Desired Outcomes
The whole school is committed to promoting and protecting emotional wellbeing and mental health by achieving the wellbeing award	Providing information about the award	<ul style="list-style-type: none"> • Introduce the award to all stakeholders, gain commitment of the Head Teacher and Trustees. • Enlist a Change Team • Audit and evaluate where we stand with supporting mental health and wellbeing for staff, children and parents • Create an action plan for the process and monitor it at regular stages 	<ul style="list-style-type: none"> • All staff, parents to have a deeper understanding of the WAS process • Be fully committed to embracing change for positive outcomes of support for mental health and wellbeing
The school has a clear vision and strategy for promoting and protecting emotional wellbeing and mental health, which is communicated to all with the process	<p>Understanding the importance of emotional wellbeing and mental health</p> <p>Ensuring that emotional wellbeing and mental health is seen as the responsibility of all</p>	<ul style="list-style-type: none"> • A MHWB vision statement will be created that embeds our desired outcomes • Include into our action plan any reviews and gaps in provision and address these – share our strategy with the whole school community • Approve the strategy with the SLT team • We will review our provisions and how we currently support wellbeing and mental health • Take into account risk factors for children and complete mental health screening as appropriate or as requested • Create a strategy for emotional wellbeing and mental health • Ensure the school policies are in line with the school’s vision on emotional wellbeing and mental health 	<ul style="list-style-type: none"> • The whole school community will understand the vision and embrace any learning around this by committing to the strategy. • The whole school community will play a part in creating the vision and will be included in the action plan • All staff involved in working with children within the school community will have a clear understanding of the risk factors for vulnerable children • Policies reflect the schools emotional wellbeing and mental health vision

<p>The school has a positive culture which regards the emotional wellbeing and mental health as the responsibility of all.</p>	<p>Understanding the importance of emotional wellbeing and mental health</p> <p>Ensuring that emotional wellbeing and mental health is seen as the responsibility of all</p> <p>Encouraging people to talk about mental health issues</p>	<ul style="list-style-type: none"> • Deliver raising awareness activities for staff, children and parents and make a record of events 	<ul style="list-style-type: none"> • All stakeholders will have a clearer understanding of what wellbeing means and a richer knowledge of mental health issues • Staff and parents will be able to recognise emotional health issues and respond appropriately • School will be able to facilitate learning gaps around mental health and wellbeing • An environment will be created where everyone accepts and understands that positive mental health and wellbeing is the responsibility of all • We have created an environment that releases the stigma around mental health • Links with the whole school community and stakeholders will drive the schools vision forward
<p>The School actively promotes staff emotional wellbeing and mental health</p>	<p>Supporting staff emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> • A budget will be created for staff in order to positively promote mental health and wellbeing in school • Appraisal policies and procedures will specifically support the emotional wellbeing of staff • Feedback and evaluations will take place regularly to gauge the wellbeing needs of staff 	<ul style="list-style-type: none"> • Finances through school budget will be set aside for staff wellbeing activities and resources • Staff will be provided with a space to explore their emotional wellbeing within the school appraisal systems • An environment will be created where mental health is an openly talked about subject, therefore the

		<ul style="list-style-type: none"> Regular staff wellbeing questionnaires will be completed every year and the results of these analysed 	<p>stigma around mental health will be less</p>
<p>The school prioritises professional learning and staff development on emotional wellbeing and mental health</p>	<p>Promoting professional development and training for emotional wellbeing</p> <p>Ensuring confidence and capacity among staff and addressing emotional wellbeing and mental health</p>	<ul style="list-style-type: none"> Staff development on emotional wellbeing and mental health will become part of the school development plan Skills audits will take place and any gaps in knowledge will be filled with mental health training, both for short and long term progress. School will deliver a programme of mental health training for all staff across the school community School will regularly assess the confidence among staff in responding appropriately to mental health concerns 	<ul style="list-style-type: none"> Staff will gain a greater depth of knowledge around mental health needs and be able to respond appropriately SLT will have a clear understanding of staff CPD needs for positive wellbeing and will provide continuous quality training for all staff; this will enable staff to manage children with mental health needs in the classroom and school environment School will facilitate staff wellbeing needs, whilst improving productivity within the work place School will have procedures in place for dealing with any mental health or wellbeing concerns
<p>The school understands the different types of emotional and mental health needs across the whole-school community and has systems in place to respond appropriately</p>	<p>Identifying and acting on mental health issues</p> <p>Supporting child emotional</p>	<ul style="list-style-type: none"> All children and staff will complete regular mental health questionnaires to raise any concerns and these will be acted upon appropriately School will network with any outside agencies or services, ensuring an information sharing process is in place School will provide a range of emotional health interventions for children and parents. Regular 	<ul style="list-style-type: none"> School will have a clear idea of emotional needs of its children, parents and staff. Interventions will facilitate any mental health needs across the school. Impact data will evaluate the process and a referral strategy will be in place

	wellbeing and mental health	<p>feedback and evaluations will take place to ensure good practice and positive outcomes</p> <ul style="list-style-type: none"> Emotional mental health will be clearly identified as such on the SEND register and their provision recorded on the schools Support Plans each term A list will be created for signpost referral services, this will include, social care, NHS and wellbeing services within the borough 	<ul style="list-style-type: none"> A tiered approach will be in place to match support around individual needs School will know who the vulnerable children and adults in the school environment and support will be given Signpost and agency services will be visual for all stakeholders, these will be shown on the school website under the mental health and wellbeing section
The school actively seeks the ongoing participation of the whole school community in its approach to emotional wellbeing and mental health	Engaging the whole school community in emotional wellbeing and mental health issues	<ul style="list-style-type: none"> The views of staff, children and parents will take place at regular intervals to gain an insight into ongoing needs for wellbeing and mental health Create a bespoke parent workshop, to raise awareness of what is meant by the terms 'wellbeing' and mental health and how to promote both positively All members of the school community, children, staff parents and trustees to be fully involved in the Wellbeing Weeks that take place each term Regular feedback questionnaires will take place to evaluate the school approaches to mental health and wellbeing Develop the school website to ensure up to date resources are accessible 	<ul style="list-style-type: none"> School will have a clear understanding of the emotional needs of its staff, children and parents Evaluations will take place on regular intervals to understand the schools needs in continuing to create positive wellbeing for all stakeholders

<p>The school works in partnership with other schools, agencies and available specialist services to support emotional wellbeing and mental health</p>		<ul style="list-style-type: none"> • The school will create networks with other schools to share good practice of wellbeing and mental health support • A list of agencies and services will be created and shared with staff and parents via the school website • The school will gain feedback from its partnerships of work and ongoing future arrangements will be made 	<ul style="list-style-type: none"> • The school will have a strong network with other schools in and outside of the borough to share approaches around mental health and wellbeing support for all stakeholders • School will have strong links with outside agencies and services, therefore creating an effective referral process • Key staff will be continuously trained in the mental health field and will keep up-to-date with any changes in mental health learning and approaches. This will enable school to provide excellent mental health and wellbeing support for all of the school community
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Lever Edge Primary Academy

Statement of Commitment



Lever Edge Primary Academy is committed to providing a healthy and caring environment that promotes and supports positive mental health for our children, staff and stakeholders.

Positive mental health is vital to what we do at school; it underpins the crucial work carried out to support children and their families. By considering child and staff wellbeing in all aspects of school life, a positive, healthy environment can be created that improves child engagement, performance, and achievement which in turn gives everyone an opportunity to develop and achieve their full potential.

This year we are working incredibly hard to achieve the Wellbeing Award for Schools. This whole-school award focuses on ensuring effective practice and provision is in place that promotes the emotional wellbeing and mental health of both children and staff. The award focuses on changing the long-term culture of a school and embeds an ethos where mental health is regarded as the responsibility of everyone.

By working towards this award, our school can:

- Show their commitment to promoting mental health as part of regular school life
- Improve the emotional wellbeing of our school community
- Ensure mental health problems are identified early and effective support provided
- Offer provision and interventions that matches the needs of our school community
- Engage the whole-school community in the importance of mental health awareness
- Obtain the views of parents, children and staff on mental health
- Lever Edge Primary Academy will work closely with the whole of the school community to support positive mental health and wellbeing for all – children, staff, parents and families.

Signed:

Headteacher

Chair of Trustees