



Griffin Primary School

Mental Health and Wellbeing Policy

1	Summary	Mental Health and Wellbeing Policy			
2	Responsible person	Emily Sykes			
3	Accountable SLT member	Louise Pitts			
4	Applies to	<input checked="" type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff			
5	Who has overseen development of this policy	Senior Leadership Team			
6	Who has been consulted and recommended policy for approval	Local Governing Body			
7	Approved by and date	LGB			
8	Version number	1.0			
9	Available on	Every	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N	Trust website Academy website SharePoint	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/> N <input checked="" type="checkbox"/> Y <input type="checkbox"/> N
10	Related documents (if applicable)				
11	Disseminated to	<input type="checkbox"/> Trustees/governors <input checked="" type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff			
12	Date of implementation (when shared)	12/10/2022			
13	Consulted with recognised trade unions	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N			

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1. Introduction

Griffin Primary School is committed to protecting the health, safety and welfare of our children and employees as far as is reasonably practicable. We believe in teamwork; working with each other, with teachers and colleagues across the school, with the wider school community and most importantly with the young people in our school. We act with determination. Whatever issues our students, their families, the school, our team or the community face, we always support, react and pull together.

This policy will apply to everyone in the school. The Senior Mental Health Lead, alongside the Senior Leadership Team, are responsible for implementation and the school is responsible for providing the necessary resources.

2. World Health Organisation's definition of Mental Health

"Mental Health is a state of well-being in which an individual realises his or her own abilities can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

3. Griffin Primary School's definition of Mental Health

Mental Health at Griffin is defined, not just in terms of the WHO definition, but is bespoke to our children and our community's circumstances. We promote the independence of our children: providing them with the tools to express their own views and to not be afraid to be different. Our children receive lots of praise and encouragement as we celebrate all our children as individuals, building their skills to work productively and contribute positively where they may not otherwise have belief in their own ability.

We put steps in place to ensure that our children and staff avoid brain overload through their awareness of our expectations, routines, and consistency across the school – where applicable this consistency is also encouraged for use at home. This

means that pupils and staff can cope with the stresses of their everyday lives, no matter what this may look like.

Our support for children's mental health at Griffin is also adapted beyond this to meet the needs of the individual child where their needs may be different those of the other children.

4. Supporting mental health and wellbeing

The Senior Mental Health Lead will work together with the school team to create an environment that supports mental health for both our children and our staff. Our staff have an understanding that 'risk factors' and 'protective factors' can change someone's mental health at any time and that it is not a consistent measurement. Some children and adults may develop additional emotional needs at any time and we must work together to keep them safe. All staff understand that we should not wait until something goes wrong to help people to thrive at Griffin, we can take preventative steps to encourage good emotional health.

5. Resources

- ELSA room and specialist ELSA support workers
- Nurture provision
- Outreach support from Bridgeview Whitehouse and Euler
- Weekly wellbeing walk-in sessions

6. Outside Agencies

We work with outside agencies where it is deemed necessary for support to be given to our children or staff beyond what we are able to provide internally as a school. This support may be for the child or staff member as an individual, or for their wider family/support network. This will be assessed on a case-by-case basis.

Some outside agencies we work with are:

- CAMHS
- School nursing team
- SMILE
- Education support line
- Employee Assistant Programme – ref no. 72247
- Space 2B Heard Counselling
- C.A.L.M
- Mind

This policy will be reviewed every two years.