



Ellington Primary School

Mental Health and Wellbeing Policy

Date policy last reviewed: 24.07.2026 by:

Mr. K. Hodgson (Headteacher)

Mrs. J. Morris (Mental Health Lead)

AIMS

Mental health and wellbeing is an important part of the pastoral care of our whole community. This includes both the children/young people in our care as well as our own staff and the families within our wider community.

This policy sets out our approach to mental health and wellbeing for all parties.

Those experiencing mental health difficulties should not face discrimination and the school are committed to helping to identify these difficulties and supporting people to overcome them.

Links to Other Policies

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

- Child Friendly Mental Health and Wellbeing policy
- PSHE Curriculum
- Appraisal
- Positive Relationships Policy
- Special Educational Needs
- Safeguarding
- Health and Safety
- Medical Conditions
- Diversity and Equal Opportunities
- Whistleblowing
- ECT Induction

Ethos

We recognise that everyone has both positive and negative mental health. We understand that many 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.

The Role of the Mental Health Lead

The school has a designated Lead for Mental Health. They act as a champion for mental health and wellbeing and they are a part of the school's Senior Leadership Team.

Their role 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.

As endorsed by the Department for Education, they will:

- 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;
- Have knowledge of the local mental health services and working with clear links into children and young people's mental health services to refer children and young people into NHS services where it is appropriate to do so;

- Coordinate the mental health needs of young people within the school and have oversight of 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's education and wellbeing.

Leadership

The Mental Health Lead reports directly to the Headteacher and meets regularly with them 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 (when required)
- Review of Mental Health and Wellbeing Action Plan

The Mental Health Lead reports to the Governing Body on Mental Health and Wellbeing across the school. This is primarily through meetings with the nominated Mental Health and Wellbeing governor.

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.

STAFF

Support for Staff

As employees, staff who feel they need support are able to access the following services:

- The Education Support Partnership – a free service for all those working in education in the UK, 08000 562 561, <https://www.educationsupportpartnership.org.uk/>
- Qwell- an online mental wellbeing community that provides free, safe and anonymous mental wellbeing support for adults across the UK, <https://www.qwell.io/>
- Talking Matters Northumberland – offers free psychological treatment for people aged 16 and over who have a GP in Northumberland, Phone: 0300 3030 700; Email: tmn.info@nhs.net
- Shout – the first service from Mental Health Innovations- a digital mental health charity Text 'SHOUT' to 85258
- Both the Mental Health Lead and the School Nurse are trained in Adult Mental Health First Aid and can offer signposting to additional services where appropriate.

Monitoring Arrangements

In addition to regular meetings between the Mental Health Lead, Headteacher and Mental Health Governor, staff wellbeing is monitored through an annual anonymous staff survey.

PUPILS

Identification

Pupils with mental health needs are often identified by those closest to them: their parents or the classroom staff. These concerns are discussed with either the SENDCo/Mental Health Lead or the Headteacher.

Staff all receive training to helping them recognise the symptoms that a mental health difficulty is affecting a child's daily life.

Support

This school tailors its support for our children and young people according to their needs. As a school we have access to the following services, provided by ourselves:

- Friends for Life
- Fun Friends
- Lego Therapy
- Peer Mentors
- Drawing and Talking
- Good to Talk (senior leader talking rota)
- Thrive Trained TA in Early Years
- 'My School Health' nurse providing a variety of 1-1 'pathways' e.g. for nurture, anxiety, bereavement etc. and link work with families

We also have excellent links with the local 'Be You' Mental Health Support Service and the local High Incidence Needs Team for 'Emotional Wellbeing and Behaviour Support', who can provide additional support where needed.

There are also links with the School Nursing team, Family Help, Primary Mental Health and CYPS if children need more further support. This is in addition to a wide range of charities and specialist organisations that can be used as appropriate.

Wellbeing

The school provides the following wellbeing activities for our children and young people:

- Opportunities identified throughout the curriculum
- PSHE Curriculum
- Commando Joes
- 'My School Health' nurse
- Wide range of extra-curricular clubs
- Library access

- Peer mentor system
- Good to Talk (senior leader talking rota)
- Young Sports Leaders
- Worry boxes in all classrooms
- Zones of Regulation

Monitoring Arrangements

The Mental Health Lead / SENCo, Headteacher and named Mental Health and Wellbeing governor meet regularly to monitor the provision of mental health and wellbeing for pupils and the quality of resources being used.

Raising Concerns

If a staff member has concerns about the mental health of a colleague, they should try and speak to them. If they remain concerned, they are able to talk in confidence to either the Mental Health Lead (Adult Mental Health First Aid Trained) or the headteacher.

If someone has a concern about the mental health of a pupil, they should initially speak to their class or form teacher, the SENDCo or the Mental Health Lead.

Training

As part of the Mental Health and Wellbeing Action Plan, the Senior Leadership Team assess and review the training needs of teaching and non-teaching staff, Governors, Senior Leaders, student teachers, volunteers and others who may be working in our schools. We also value training for the wider school community.

During the induction process, those who have not received the mental health training identified appropriate to their role will be offered the training at the first available opportunity.

Links to other services

As an organisation, we work with the following local and national services:

- Be You –NHS Mental Health Team
- Primary Mental Health Team
- Family Help Team
- HINT Services, including Psychological Services and Emotional Wellbeing and Behaviour Support Service.
- CYPS
- Virtual Schools
- KOOTH
- Qwell
- Acorns
- St Oswalds Hospice
- Toby Henderson Trust

- Talking Matters Northumberland
- Young carers service
- Mosaic
- Cynets

Full details about their offer and contact details are recorded in a separate document, detailing the service, area they cover, what they offer and their contact details. This is available from Julia Morris.

Feedback

All feedback relating to this Policy or the implementation of it can be addressed in confidence to Kevin Hodgson or Julia Morris.

People reporting concerns about the implementation of this policy may wish to also refer to the Whistleblowing Policy if appropriate.

Review

This policy will be reviewed annually by Julia Morris