



Emotional Health and Wellbeing at Elmbridge Primary School Policy

April 2024

Elmbridge Primary School
Emotional Health and Wellbeing Policy

Document control and record of amendments

Version	Reason for amendment	Sections amended	Amended by/date	Reviewed by/date	Approved by /date
1.0	New policy	All	Mrs A Reedman December 2017	Curriculum Committee 15 January 2018	Governing Body 22 nd January 2018
2.0	Updated in line with current practice	Promoting and Enhancing EHW	Mrs A Holliday December 2020	Policy Committee 24.11.20	Governing Body 7.12.20
2.1	Amendments for clarity	All	Mrs A Holliday April 2024	Staff May 2024	SLT May 2024 Governing Body 20 May 2024

Date for Review: April 2027

1. Introduction

1.1 At Elmbridge Primary School we work towards positive Emotional Health and Wellbeing in the whole of our school community, for adults as well as children.

1.2 We support the National criteria, which states:

"A healthy school ensures that when pupils are unhappy, anxious, disturbed or depressed there are open channels for them to seek or be offered support, without stigma and with appropriate confidentiality. A healthy school actively seeks to promote emotional health and wellbeing and helps pupils to understand their feelings".

1.3 Elmbridge Primary school supports and enhances staff and pupil personal development and mental wellbeing, by providing guidance and opportunities to use the 'Five Ways to Wellbeing':

1. Connect

Connecting with family, friends and people around you at home, school and in your community will enrich and support you every day.

2. Be Active

Exercising makes you feel good. Find something you enjoy such as dancing or going for a walk.

3. Take Notice

Be curious and ask questions, remark on the unusual, savour the moment, be aware of the world around you. Reflecting on your experiences will help you to appreciate what matters to you.

4. Keep Learning

Try something new or rediscover an old interest. Set a challenge that you will enjoy achieving. Learning new things helps you to become more confident, as well as being fun.

5. Give

Do something nice for a friend; remember to say 'thank you' and smile. Seeing yourself as belonging to a wider community is very rewarding and helps you to create new connections with people.

2. School Aims for Emotional Health and Wellbeing

2.1 Happier and more motivated pupils and staff who get more out of life

2.2 Pupil Wellbeing

- Pupils who are more engaged in the learning process and contribute to the life of the school
- Pupils who can concentrate and learn better and contribute fully to the life of the school
- Improved standards in all subjects
- Improved attainment
- More effective teaching
- Parents and carers more involved in school life and learning
- Improved behaviour and attendance
- An increase in pupil's self-esteem and confidence
- Fewer disaffected pupils
- Improved behaviour and attendance
- Fewer incidents of bullying

2.3 Staff Wellbeing

- Improved morale and confidence
- Lower absenteeism
- Better recruitment level
- Positive and effective relationships with pupils
- See appendix

3. Promoting and Enhancing Emotional Health and Wellbeing

3.1 The school promotes and provides a range of services to pupils through:

- A qualified school councillor
- Trained pastoral support staff in all year groups
- Co-ordinated support from a range of outside agencies
- School council, eco council and House Captains to act as mentors and speak up on behalf of all pupils
- Active play leaders and Helping Hands to support pupils at break and lunch time
- Open days, welcome evenings and transition events
- An exciting and varied range of extra-curricular events and trips
- An emphasis on praise and recognition

3.2 The school promotes positive relationships through:

- A strong school ethos which promotes tolerance, respect, individual liberty, the rule of law and democracy.
- High profile anti-bullying procedures and policy through assemblies and events such as Anti-bullying and Equality fortnight.
- Using a high quality, bespoke wellbeing curriculum.
- Identifying pupil personal networks.

3.3 The school promotes and strengthens the pupil voice through:

- A democratic process for the election of School Council and Eco Council
- Timetabled meeting time for members of the School and Eco councils
- Involving pupils in interviews for members of staff
- Consulting pupils about change and policy development
- Allocating a School and Eco council budget
- Regular Pupil Conferencing and questionnaires
- Pupil led assemblies
- Regular opportunities for children to make decisions through voting and suggestions e.g. the charities we support and Cultural Arts week

3.4 The school promotes the involvement of parents and carers in the life and learning of the school through:

- Signposting on our school website
- Regular consultation about change and development through parent questionnaires and parent consultations
- Subject Focus evenings, Sports week, Cultural Arts week, theme days, productions and music events
- Involvement in school trips and extra-curricular activities
- Regular communication and involvement over pupil progress, behaviour and pastoral issues

4. Roles and Responsibilities

- 4.1 The promotion of Emotional Health and Social Well Being and raising the achievement of all pupils is the responsibility of all school staff and governors.
- 4.2 The Head Teacher and Senior Leadership Team will demonstrate, through their personal leadership the importance of this policy, ensure all staff are aware of it and understand their role and responsibility in relation to it.
- 4.3 *Governors* - The *Governing* body has adopted this policy and will monitor its impact.
- 4.4 Staff know what their responsibilities are in ensuring the policy is implemented. They will be aware of the implications of it for their planning, teaching and learning strategies, management of activities, as well as behavioural issues.

Appendix 1: Supporting staff EHWB

The school enhances staff motivation, learning and professional development:

- Staff induction which promotes the importance of positive mental health, including an understanding of the 5 Ways to Wellbeing
- Reflective supervision available for all staff
- School Counsellor available to support individuals
- Staff surveys carried out twice a year and actions implemented to support staff.
- School counsellor is available, confidentially, to all staff, every week, to talk to about any personal or work related worries
- Opportunities throughout the year for staff to socialise with each other and build relationships.
- Staff lunches provided on INSET and interview days, parents evenings and visitor days
- Termly staff meetings include wellbeing sessions
- Designated TA attends staff meetings to improve communication between all staff.
- A designated nurture room for staff on both sites, who wish to privately discuss worries, issues or concerns
- Outdoor space created for staff to eat their lunches/sit outside in the summer
- Signpost support services - including Health Assured information on staff room boards
- MHFA training for key members of staff
- A designated member of the SLT has been assigned to look after staff emotional health and wellbeing.
- Timetabled PPA in year group teams, so that teachers in the same year group can share out the planning and resource making between them
- Allocated staff meeting time for My Plan and report writing
- Regular review of policies with a commitment to reducing staff workload
- Team leader management morning every week, so that they have the time to carry out their role of supporting their teams and providing an effective link between their teams and the SLT
- A commitment to giving all teachers and TAs additional planning days towards the end of the summer term
- Involving all staff in decision making and proposed change
- Consultation on training and support needs through regular review, including peer support and sharing of good practice.
- Regular wellbeing check-ins with staff by SLT
- Regular TA, MDSA and cleaner meetings to involve these staff members in decision making and the wider running of the school.
- Regular review of behaviour policy to support all staff in behaviour management.

Links to Other Policies

Elmbridge Primary School will consider emotional health and wellbeing when developing other policies, in particular:

- Accessibility
- Anti-Bullying, Equality and Hate
- Attendance
- Behaviour and Relationships
- Children in Care
- Complaints
- Confidentiality
- Data Protection
- Drug Education
- English as an Additional Language
- Online Safety and Acceptable User
- Intimate Care
- Medical Needs
- Menopause
- Offsite visits
- Pastoral Care
- Public Sector Equalities
- Pupil Premium
- Safeguarding and Child Protection
- Safer Recruitment
- Separated Parents
- Special Educational Needs Disabilities
- Spiritual, Moral, Social and Cultural Education (SMSC)
- Teaching and Learning
- Transition
- Wellbeing Curriculum (including Relationships and Health Education)
- Whistleblowing
- Young Carers/Young Ambassadors