MANOR ROAD PRIMARY SCHOOL

MENTAL HEALTH AND WELLBEING POLICY

November 2026

Manor Road Primary School

Mental Health and Wellbeing Policy

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Manor Road Primary School
Mental Health and Wellbeing Policy

Policy statement

At Manor Road, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important as our physical health. We endeavour to ensure that children are able to manage times of change and stress. We aim to ensure that they are supported to reach their potential or access help when they need it. We also have a role to ensure that children learn about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

Links to other policies

This policy links to our Safeguarding and Child Protection, Anti-Bullying, SEND, PSHE and Behaviour & Relationships Policies.

Teaching About Mental Health

At Manor Road, we take a whole school approach to promoting positive mental health, aiming to help children become more resilient, happy and successful and to work in a proactive way to avoid problems arising. We do this by:

- Creating and applying consistent ethos, policies and behaviours that support mental health and resilience, and which everyone understands.
- Helping children to develop social relationships, support each other and seek help when they need it.
- Promoting self-esteem and ensuring children understand their importance in the World.
- Helping children to be resilient learners and to manage setbacks.
- Teaching children social and emotional skills and an awareness of mental health.
- Identifying children who have mental health challenges and planning support to meet their needs, including working with specialist services, parents and carers.

- Supporting and training staff to develop their skills and their own resilience.
- Developing an open culture where it's normal to talk about mental health.

We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of belonging.
- Promoting pupil voice and opportunities to participate in decision-making.
- Celebrating academic and non-academic achievements.
- Providing opportunities to develop a sense of worth through taking responsibility for themselves and others.
- Providing opportunities to reflect.
- Enabling access to appropriate support.
- Mental Health and PSHE for all year groups.
- Taking part in Children's Mental Health Week.

Staff Roles and Responsibilities, including those with specific responsibility

We want all staff to be confident in their knowledge of mental health and wellbeing and to be able to promote this in and out of their classrooms.

Supporting and promoting mental health and wellbeing of staff is an essential component of a healthy school. At Manor Road, we promote opportunities to maintain a healthy work life balance. Staff are supported pastorally and have access to external support systems. Staff also complete an annual Mental Health questionnaire which assesses mental health as well as offering an opportunity to put forward ideas that will improve the mental health and wellbeing of all school staff.

We believe that all staff have a responsibility to promote positive mental health and to understand the protective and risk factors for mental health. Some children will require additional help; all staff should have the skills to identify warning signs of mental health problems and ensure that children with mental health needs get early intervention and the support they need.

Key Staff Supporting Mental Health at Manor Road Primary School

Named Mental Health Lead – Katy Elford

Our Mental Health Lead:

- Leads and works with all staff to co-ordinate whole school activities to promote positive mental health and wellbeing.
- Liaises with outside agencies e.g. Compass Bloom to support their work with children in school.
- Promotes positive wellbeing across school and signposts children and staff accordingly.
- Provides advice and support to staff and organises training and updates.

Early Identification

We aim to identify children with mental health needs as early as possible to prevent things from getting worse. Changes in patterns may indicate warning signs indicating that a child is experiencing mental health or emotional wellbeing issues. Teaching and support staff are responsible for reporting concerns about individual children to designated adults within the school.

Factors that contribute to a mental health concern:

- Attendance
- Punctuality
- Changing relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstance
- Recent bereavement
- Health indicators

School staff may also become aware of warning signs which indicate a child is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the DSL or the mental health lead, as appropriate.

Possible warning signs include;

- Changes in eating/sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood

- Talking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Assessment, Interventions and Support.

All concerns are reported to the designated adults within school and needs are assessed through a triage approach with SLT, class teachers and SENCO to ensure the child gets the support they need, either from within the school or from an external specialist service, as quickly as possible.

Working with Parents and Carers.

Parents or carers can approach their child's class teacher if they have mental health concerns.

To support parents and carers we will:

- Provide information online via the school website or newsletter on mental health issues and local wellbeing and parenting programmes.
- Share ideas about how parents and carers can support positive mental health in their children.
- Make our emotional wellbeing and mental health policy easily accessible to parents.
- Keep parents informed about the mental health topics taught in PSHE and share ideas for extending and exploring this at home.

When a concern has been raised, teachers or the Mental Health Lead will:

- Contact parents to discuss the outcome of any assessment (although there may be cases, parents and carers cannot be involved due to child protection issues.)
- Discuss any relevant referrals to external agencies.
- Signpost parents to further information or provide resources to take away.
- Create a chronology of actions and events and log behaviour on CPOMS.
- Discuss how parents can support their child through strategies or signposts to parenting support groups.

Working with Specialist Services.

As part of our targeted provision school will work with other agencies to support children's emotional health and wellbeing. Your child may be referred to one of the following services for additional support:

- CAMHS
- Compass Bloom
- School Nursing Services
- Children's Services
- Therapists
- Family support workers
- Educational psychology services
- Counselling services

Monitoring and Evaluation

The mental health and wellbeing policy is available on the school website and will be monitored and reviewed annually.

POLICY REVIEW DETAILS		
Policy written by	Katy Elford	May 2021
Policy reviewed	May 2022	Reviewed
	June 2023	Reviewed and moved on to new format.
	June 2024	Reviewed
	June 2025	Reviewed, additions to specialist support available
	November 2026	Reviewed, changes to staffing
Review schedule	Annual	