



St James' Primary School

Shaping Futures and Inspiring Limitless Possibilities

Mental Health and Wellbeing Policy for Educational Establishments - Early Years and Primary

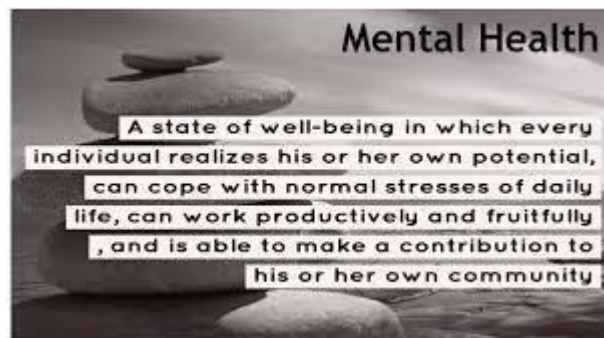
RATIONALE	2
POLICY STATEMENT	3
LEAD MEMBERS OF STAFF	6
UNIVERSAL SUPPORT	7
LEARNING ABOUT MENTAL HEALTH	8
TARGETED SUPPORT	8
SIGNPOSTING	9
WORKING IN PARTNERSHIP WITH PARENTS/CARERS	9
STAFF SKILLS AND PROFESSIONAL LEARNING	10
POLICY REVIEW	11
APPENDICES	11

Admin: MHWB Policy	
Version number	001
Date of issue	12/08/22
Electronic copies of this policy are available from	Staff drive – Assure- Health & Safety folder St James’ Teaching Staff glow blog
Hard copies of this policy are available from	Main Office and G019 Team Room
Date of next review	31/08/25
Person responsible for review	Head Teacher, St James’ Primary School, Renfrew

Rationale

This policy is in response to the Scottish Government's Mental Health Strategy 2017-27. The policy will focus on:

- **Our policy statement**
- **Lead members of staff**
- **Universal Support**
- **Signposting**
- **Working with parents/carers**
- **Targeted Support**
- **Training**
- **Policy Review**
- **Links**



Policy Statement

At **St James' Primary School, Renfrew**, we aim to **promote positive mental health and wellbeing for every member of our staff and children through nurturing relationships and the promotion of a positive establishment ethos**. We will pursue this aim using both universal, whole establishment approaches, and specialised targeted approaches aimed at vulnerable children.

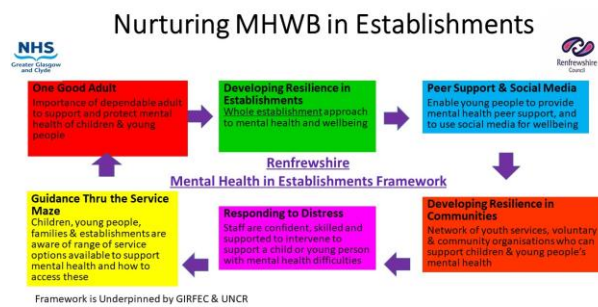
In addition to promoting positive mental health and wellbeing, we aim to **recognise and respond** to mental ill health. By developing and implementing a practical, relevant, and effective mental health and wellbeing framework, our policies and procedures will promote a safe and stable environment for the many children affected both directly, and indirectly by mental ill health.

This policy is linked to the United Nations Convention on the Rights of the Child (UNCRC) articles 3, 12, 13, 17, 24 and 29.



This document describes **St James' Primary School, Renfrew's** approach to promoting positive mental health and wellbeing. This policy is intended to provide a framework for effective mental health and wellbeing in our establishment through the **NHSGGC Mental Health Improvement & Early Intervention Framework for Children and Young People (NHS 6 Box Framework)** and should be used as whole establishment guidance for all staff. The 6 box Framework is an evidence-based approach which sits under **GIRFEC** and the **UNCRC (UN Convention of the Rights of the Child)**.

This policy will provide you with information around our universal and targeted approaches to mental health and wellbeing and direct you to relevant training opportunities available online and through Renfrewshire Council and other partners for you to meet our baseline skills requirements.



The Policy and 6 Box Framework will:

- **Provide a toolkit for all staff supporting children and young people** in establishments to identify good practice and areas for development
- **Promote positive mental health and wellbeing in all children, young people and staff** through prevention and early intervention
- **Increase understanding and awareness** of common mental health issues
- **Alert staff to early warning signs of mental distress and ill health**
- **Provide support to staff working with children/young people with mental health issues** through a model of training to enhance professional knowledge
- **Provide support to children/young people experiencing mental ill health, their peers and parents/carers** through effective universal supports, effective liaison with partners and appropriate signposting to supports within establishments and the community.

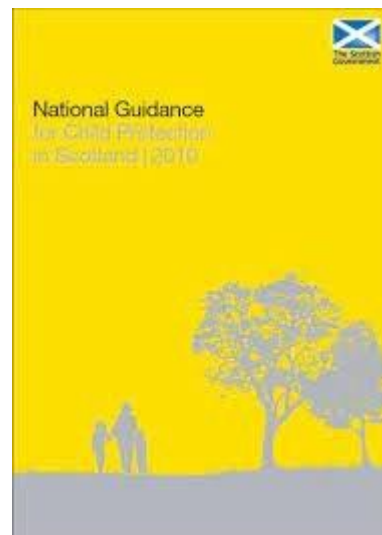
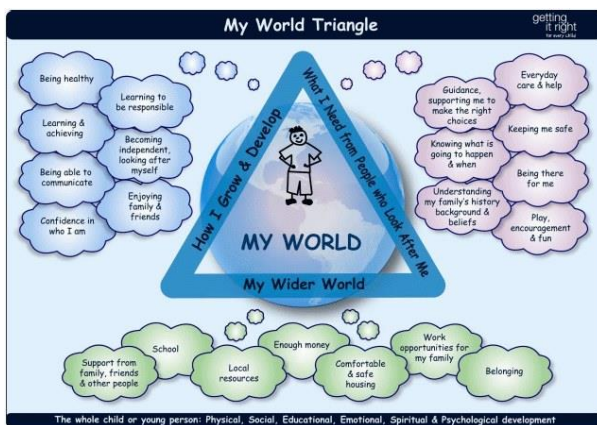
For examples of good practice within each box, see [Appendix E](#).



Lead Members of Staff

Whilst **all** staff have a responsibility to promote the mental health of children and young people, staff with a specific, relevant remit include:

- **Child Protection Officer - Mrs Natalie Fitzsimmons**
- **CLPL Lead - Mrs Eleanor Bradford**
- **Responsibility for Health & Wellbeing - Mrs Eleanor Bradford**
- **Mental Health Lead & MH First Aider - Mrs Natalie Fitzsimmons**
- **First Aider Lead - Miss Claire Reilly**



Universal Support

We aim to look after the mental health and wellbeing of all our children/young people by:

- **Promoting nurturing relationships and health and wellbeing as the responsibility of all** within our own establishment and the wider community through Renfrewshire's Nurturing Relationships Approach (RNRA) (one good adult and developing resilience in the community)
- Ensuring that children/young people **learn how to look after their mental health and wellbeing** (developing resilience in our establishment/community)
- Ensuring that children/young people know and can **recognise mental health conditions** (developing resilience in our establishment/community)
- Ensuring that children/young people **understand and know where to go if they require more targeted support** (one good adult/peer support and social media/responding to distress/guiding thru the service maze)
- Using the wellbeing indicators to **track wellbeing and as a basis for discussion with a key adult** using the **GL PASS assessments (a tool that supports pupils' wellbeing in learning and offers practical next steps)**. **PASS** assessments help teachers understand why pupils may be reluctant, disengaged or even disruptive learners by sensitively exploring social and emotional wellbeing. It also provides interventions and guidance to help address issues immediately.



All Renfrewshire establishment staff working with children/young people will access the annual update on **Understanding the Mental Health of Children and Young People in Renfrewshire** and Child Protection to enable them to keep pupils in their care safe.

Our counselling service, **The-Exchange**, is a universal service and is available to all pupils from P1 to S6. This will complement the range of whole-establishment and targeted approaches already available to help support the mental, emotional, social, and physical wellbeing of children and young people. Access to this resource is by self-referral on [The-Exchange website](#), or through Pupil Support.



Learning About Mental Health

Our aim is to enable children/young people to develop the **skills, knowledge, understanding, language, and confidence to seek help, as needed, for themselves or others**. We offer universal supports in a variety of ways, as part of our emotional literacy and health and wellbeing inputs, circle time, nurturing activities, opportunities for pupil leadership and extra-curricular offer.

In St James' Primary School Renfrew, we have implemented **The PATHS programme** into our curriculum. We believe this programme offers us **a way to empower all children to develop the fundamental social and emotional learning skills which will enable them to make positive choices throughout their life**.

Targeted Support

When it is identified that a child/young person requires a more targeted support tailored to their individual needs, **The Head teacher/Depute Headteachers will work in partnership with the child/young person, their parents/carers, staff within the establishment and any other relevant partners**. It may be that information regarding their support needs are shared with the class teacher if the needs of the child/young person are impacting on their learning.

If you have any concerns regarding the wellbeing of a child/young person in your class/group that you feel requires more specialised or targeted support, you should speak to **The Headteacher/Depute Headteachers**. You can find out more about warning signs, managing disclosures, protocol, and confidentiality by clicking [here](#).

If the wellbeing concern you have is in relation to **self-harm and suicide**, you can find out more about supporting children/young people at risk by clicking [here](#). This link will take you to **Renfrewshire Council's Supporting Children and Young People at Risk of Self-Harm and Suicide**.



Signposting

We will ensure that children/young people, staff, and parent/carers are aware of sources of support within our establishment and in the local community, who it is aimed at and how to access it. This will be done by sharing digital resources on our website and other digital platforms such as **Twitter, Google Classroom, See Saw**. Our digital resources include signposting for **children/young people, parents/carers and staff**. (See Appendices F, G and H)

We will display relevant sources of support in communal areas such as our classroom bases, **toilet doors and noticeboards throughout the school**, and will regularly highlight sources of support to children and young people within relevant parts of the curriculum.



Working in Partnership with Parents/Carers

Parents/Carers are often very welcoming of support and information from the establishment about supporting their child/young person's emotional and mental health. To support parents/carers, we will:

- Highlight sources of information and support about common mental health issues in our Newsletter and on Twitter
- Ensure that all parents are aware of who to talk to if they have concerns about their child or a friend of their child/young person
- Make our 'Mental Health Policy' easily accessible to parents/carers on our school website
- Share ideas about how parents/carers can support positive mental health in their children through our regular information events
- Keep parents/carers informed about the mental health topics their child/young person is learning about in class/group and share ideas for extending and exploring this learning at home.

Staff Skills and Professional Learning

Renfrewshire's Nurturing Relationships Approach delivers a universal approach to supporting mental health and wellbeing and promoting resilience and as health and wellbeing is the responsibility of **all** staff, we must ensure that we all have an awareness of the warning signs to look for and also how to manage disclosures safely. For more information around this, see [Appendix A](#).

Renfrewshire Council have provided suggestions for **baseline and skilled training for all staff with specific training for staff interested or involved in the decision making around targeted supports**. This document is listed as [Appendix I](#).

Suggestions for individual, group, or whole school **Career Long Professional Learning (CLPL)** should be discussed with **Mrs Eleanor Bradford**, our CLPL Coordinator who can also highlight sources of relevant training and support for individuals as needed.



Policy Review

This policy will be reviewed every 3 years as a minimum. It is next due for review in August 2025.

Additionally, this policy will be reviewed and updated as appropriate on an ad hoc basis. If you have a question or suggestion about improving this policy, please contact Mrs Eleanor Bradford.

This policy will always be immediately updated to reflect personnel changes.

Appendices

A - [Warning signs and managing disclosures](#)

B - [Further information and sources of support about common mental health issues](#)

C - [Guidance and advice documents](#)

D - [Talking to students when they make a mental health disclosure](#)

E - [Renfrewshire Mental Health and Wellbeing Policy - self-evaluation tool and examples of good practice](#)

F - [Mental Health and Wellbeing Signposts for Children and Young People](#)

G - [Mental Health and Wellbeing Signposts for Parents/Carers](#)

H - [Mental Health and Wellbeing Signposts for Staff](#)

I - [Mental Health and Wellbeing Training for Staff](#) - (this includes links to the Scottish Government's new Professional Learning Resource)

J- [Supporting Children & Young People at Risk of Self Harm and Suicide - Guidance for Staff](#)