



HANHAM PRIMARY FEDERATION

TWO DISTINCT SCHOOLS
ONE **AMBITIOUS** JOURNEY



Mental Health and Wellbeing Policy

Hanham Primary Federation Mental Health and Wellbeing Policy

Table of Changes:-				
Date	Name	Page No	Section	Change
September 2025	Gabby Howells	n/a	n/a	No changes

Signed (Chair):	Name: Andy Watson	Date: September 2025
Signed (Head):	Name: Gabby Howells	Date: September 2025
Author: Gabby Howells - Headteacher		
Last Ratified by LGB	Date: September 2025	
Review Date: September 2026	Next Review Date: Sep 2026	

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	Mental Health and Wellbeing Policy	DATE:	September 2025
EIA CARRIED OUT BY:	Gabby Howells	EIA APPROVED BY:	Gabby Howells

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		
Gender reassignment		
Marriage and civil partnership		
Pregnancy and maternity		
Race		
Religion and belief (practices of worship, religious or cultural observance, including non-belief)		
Gender identity		
Sexual orientation		

Any adverse impacts are explored in a Full Impact Assessment.

1. Policy Statement

At Hanham Primary Federation we are committed to supporting the mental health and wellbeing of our pupils, staff and wider school community. We aim to create a nurturing environment that promotes emotional resilience, positive relationships and self-esteem while reducing stigma around mental health.

2. Aims of the Policy

- Promote positive mental health and emotional wellbeing across the whole school.
 - Increase awareness and understanding of mental health issues.
 - Provide support and guidance for pupils and staff experiencing mental health difficulties.
 - Embed mental health into the school curriculum and culture.
 - Develop partnerships with parents, carers, and external services.
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3. Definition of Mental Health

Mental health is a state of wellbeing in which every individual realises their potential, can cope with typical life stresses, work productively and contribute to their community. Mental health includes our emotional, psychological and social wellbeing.

4. Roles and Responsibilities

Headteacher and Senior Leadership Team (SLT):

- Promote mental health as part of school improvement.
- Ensure policies are in place and implemented effectively.
- Allocate resources for mental health provision.

Mental Health Lead / Designated Staff Member:

- Coordinate support and staff training.

- Liaise with external agencies.
- Lead on early identification and intervention.

Class Teachers and Support Staff:

- Be aware of signs of mental health difficulties.
- Promote a positive classroom environment.
- Build trusting relationships with pupils.

Governing Body:

- Monitor the implementation of the policy.
 - Hold the SLT accountable for supporting pupil and staff wellbeing.
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5. Promoting Positive Mental Health

Our approach includes:

- **Curriculum:** Teaching PSHE (Personal, Social, Health and Economic education), emotional literacy, mindfulness, and resilience.
 - **Assemblies & Events:** Focus on kindness, inclusion and mental health awareness. Parent Workshops
 - **Whole-school Approach:** Anti-bullying, inclusive practices, behaviour policies and a positive ethos.
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6. Early Identification of Mental Health Needs

Staff will receive training to:

- Recognise changes in behaviour, mood or engagement.
- Understand signs of anxiety, withdrawal, aggression or low self-esteem.

- Know referral pathways and next steps.
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7. Support Systems

We provide:

- Safe spaces like Calm Corner and The Learning Lodge
 - Time with a learning mentor, ELSA (Emotional Literacy Support Assistant), or pastoral staff.
 - Access to external services (e.g. school nurse, Early Mental Health Practitioner, CAMHS).
 - Support plans for children with identified mental health needs.
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8. Working with Parents and Carers

We will:

- Communicate openly and sensitively with families.
 - Offer signposting to local services and support groups.
 - Involve families in decisions about support strategies for their children.
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9. Staff Wellbeing

Staff wellbeing is equally important. We will:

- Offer staff wellbeing initiatives (e.g. wellbeing days)
 - Promote a healthy work/life balance.
 - Encourage peer support and regular supervision where needed.
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10. Confidentiality and Safeguarding

- Mental health concerns will be handled sensitively and in line with our **Safeguarding and Child Protection Policy**.
 - Staff will share concerns on a need-to-know basis only.
 - Pupils will be informed of confidentiality limits when disclosures are made.
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11. Monitoring and Evaluation

The policy will be reviewed annually and evaluated by:

- Pupil voice and wellbeing surveys.
 - Staff feedback.
 - Mental health incident logs.
 - Progress on action plans.
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12. Linked Policies

- Child Protection & Safeguarding Policy
 - Behaviour Policy
 - Anti-Bullying Policy
 - SEND Policy
 - Staff Wellbeing Policy
 - PSHE/RSE Curriculum
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Contact and Support

Designated Mental Health Lead: Helen Lees

Parent Link : Fee Dimond

Early Mental Health Practitioner : Beth Green

