

A photograph of a young child with blonde hair, wearing a red sweater with a white collar, smiling broadly and looking upwards. Behind the child, a person wearing a yellow shirt is holding a large, white-bordered sign with a yellow background. The sign has the words "Feeling okay" written in blue, sans-serif font. The background is a plain wall with some decorative elements, including a green shape and a brown shape with the number "55".

Feeling okay

**POLICY FOR EMOTIONAL
WELL BEING AND
MENTAL HEALTH**

POLICY FOR EMOTIONAL WELL BEING AT NORTHWAY SCHOOL

The World Health Organisation's definition of mental health and wellbeing is *"a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community"*

At Northway we consider the emotional health and wellbeing of our pupils, their parents or carers and staff is in their lives as extremely important and integral to our work.

Our mission statement sums this up:

"We are a positive and inclusive learning community in which all are valued and respected; we are passionate about developing self-confidence for all members of the school community. We work together, in a safe and stimulating environment to enable everyone to experience and celebrate success, develop independence and prepare for the future"

This policy outlines the ways in which we care for and nurture the emotional wellbeing of pupils, staff and families.

We aim to be a school which:

- Develops the potential of the whole child, providing appropriately differentiated strategies to address their special needs
- Works closely and supportively with parents and carers

We aim to be a school where:

- Everyone in school has a sense of belonging to the school community and feels safe, supported, valued and happy
- Teaching and learning is stimulating, focussed, challenging and fun
- There is a mutual sense of respect, care and responsibility
- All staff are supported to develop professionally

RATIONALE

The emotional health and wellbeing of everyone at Northway School impacts on our vision and day to day practice; positive emotional wellbeing promotes ongoing school improvement and success in many ways including the following:

- Pupils engage more fully with learning
- Pupil behaviour is better
- Teaching is more effective
- Pupils make good progress and attain more
- Parents and carers are more involved in school life and their child's learning
- Positive and effective relationships between staff and pupils and staff and parents/carers are maintained
- Positive effect on staff attendance, job satisfaction, retention and recruitment and stability

We believe that by working to ensure everyone's emotional health and wellbeing, Northway is a happy community with motivated staff and pupils who are able to get the most out of their education.

WAYS WE PROMOTE EMOTIONAL HEALTH AND WELLBEING

We promote the pupils voice through:

- A School council that includes one representative from every class
- Regular meetings of the School Council to express their views on decisions that impact on them
- Whole school assemblies in which pupil views are elicited in ways they understand
- Inclusion in Annual Review reports of the pupils views of school
- Our vision that all pupils will develop a way to communicate



We support and promote the involvement of parents and carers through:

- A comprehensive programme of monthly workshops
- Aiming to establish positive relationships from the start of their child's placement
- Parents Open evenings in the Autumn and Spring terms
- Individual parent/school Annual Review meetings in the summer term
- Sports Days
- Weekly newsletters from class teacher and daily home school diaries
- Winter Show and summer leavers and trophies assemblies
- Surveying parental opinion through questionnaires etc
- Informative website; information put on facebook and other online sites
- Provision of a Family Support worker
- Signposting parents to external agencies for support
- Regular home visits by staff
- Behaviour support meetings
- Support with using symbols at home
- Courses on Makaton signing

We provide an excellent environment and resources for learning through:

- Provision of a purpose built school
- Large well -equipped classrooms
- Specialist areas for art, sensory play, cooking, drama, ICT
- An on-site swimming pool and instructor used by all pupils weekly
- Dance lessons and involvement in the borough Dance Festival
- An on-site library
- Extensive outdoor play spaces including a variety of apparatus
- Access to a large playing field and MUGA
- Pupils own gardening area
- Two minibuses that enable all classes to have weekly educational trips

We enhance pupil motivation and learning through:

- A stated ethos of positive reinforcement
- The Northway Tree of Success and a set of Golden Rules applicable to pupils and staff
- Consistent reward systems in place in all classes
- Twice weekly whole school assemblies to present class certificates and leaves for following the Golden Rules
- Celebration of all achievements with certificates, medals and leaves
- A stimulating and varied timetable including opportunities for physical, creative and intellectual development
- A curriculum that takes account of individual learning styles and eg provides for movement/sensory breaks etc
- Opportunities to participate in nationwide events such as Red Nose Day, Anti-bullying week, world Mental Health Day and others through meaningful activities
- Provision of breakfast if necessary, healthy snacks and a choice of menu for lunch
-

We enhance pupil self-esteem, confidence, safety and personal development through:

- Having a structured timetable, clear expectations and a broad and balanced curriculum that relates to individual need
- Using of the SCERTS model to assist pupils in regulating their emotions
- Recognition of the background of individual pupils and their physical, social, emotional and individual learning needs
- Encouraging positive, caring and constructive relationships between pupils and their peers and between pupils and staff
- Provision of support to develop use of augmentative communication such as signing and use of PECS and symbols
- Many opportunities to develop social independence and self- help skills
- Opportunities to engage in activities and visits to Art galleries, the cinema, shops etc related to the curriculum
- Promoting an awareness of their own and others emotions
- Our ethos of acknowledgement and reinforcement of all progress and attainments however small
- Maintaining Medical Care plans for all pupils who need these
- Individual Behaviour Plans as appropriate to enable pupils to remain safe and calm
- Programmes to help pupils understand e safety

The Head teacher and senior leaders will work with the Governing Body and:

- Ensure and monitor the provision of a safe, healthy working environment
- Ensure that all staff are treated in an equitable, fair, sensitive and confidential manner
- Set positive role models
- Support efforts to promote emotional health and wellbeing
- Encourage staff in maintaining a healthy work life balance and provide support as necessary

We enhance staff motivation and professional development through:

- A comprehensive programme of whole school and individual CPD
- Induction training and information for new staff
- Provision of mentors for new staff
- A clear school improvement plan
- A system of Performance Management linked to the SIP and to individual needs and career progression that takes account of wellbeing and work/life balance.
- A history of developing staff expertise in specialisms eg PE, sensory work, signing, ICT etc
- Opportunities for staff to socialise together
- Celebration of staff achievements and birthdays etc
- By contact with staff when they are absent
- Provision of tea and coffee by Governors
- Agreement from Governors that staff leave school early every Friday
- Clear policies for attendance

MONITORING & REVIEW

The Governors and Head teacher will review the Emotional Health and Wellbeing policy annually and will review and set targets as part of the school improvement and development process.

This policy should be seen in conjunction with other school policies including:

- Safeguarding
- Behaviour
- Anti Bullying
- Induction