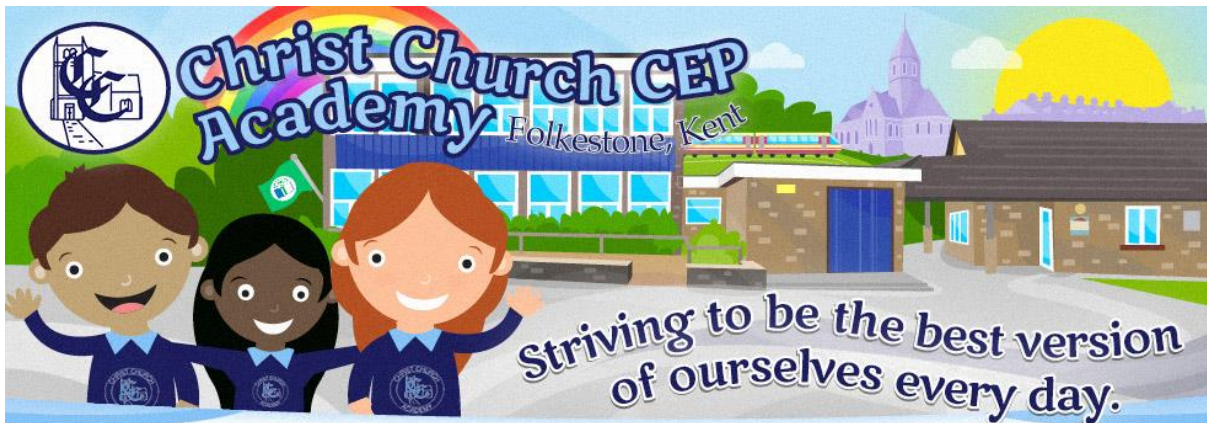


Christ Church CEP Academy

Mental Health & Wellbeing Policy



Striving to be the best version of ourselves every day.

Inspired by God's love, we humbly strive to be the best version of ourselves every day, in every way.

We cherish the dignity of each precious person: thankfulness, friendship, forgiveness and hope are at the heart of our inclusive community.

March 2022

Mental Health and Wellbeing Policy

Statement:

At Christ Church CEP Academy, we believe every individual in our community (whether staff, Governor, parent or child) should have the necessary tools and emotional and mental ability to fulfil their role with emotional resilience and a positive mind set. We believe these tools can be specific school-wide needs but equally strategies adopted on an individual scale depending upon the individual's state of mind, role and circumstances.

Definition:

The definition of mental health is wide ranging. At Christ Church CEP Academy, we have adopted the definition set out by the World Health Organisation:

Mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community.

Context of our setting:

Christ Church CEP Academy is located in Folkestone in Kent. It is in area of great deprivation: the school has 46% of children on Free School Meals, 18% registered as having SEND and 27% of children speak English as an additional language. Therefore, we are a diverse community and proud of this.

Although the statement is written as all-encompassing and inclusive statement for every member of our community, our approach to every group within our community (staff, parents, children and governors) will have a very clear tiered approach to give them the necessary tools to be emotionally and mentally healthy.

Staff (including Governors):

Our main focus in how we operate our academy is for every staff member to work with a mentally healthy state of mind in order to face the demands of their roles every day. We employ the following strategies to enable our staff to flourish and be mentally healthy:

- Enabling staff to have the time they require to carry out their jobs successfully.
- Allowing an open environment in which staff can discuss concerns and worries and if work-life balance is not being achieved successfully.
- Eradicating unnecessary meetings and tasks which have no impact on the school.
- Trusting staff to conduct their roles successfully.
- Challenging discrimination, unnecessary actions and work-place bullying.
- Praising staff for their efforts and recognising achievements.
- Strategies for staff to conduct their roles successful e.g. time, resources, support etc.

- Counselling for people who are struggling or experiencing a crisis in their life.

Pupils:

We provide a wide range of support for our children at Christ Church. These include but are not limited to:

- Dedicated pupil counsellor.
- Early Help support including referrals made when necessary.
- Emotional check-ins from staff as and when needed. Staff are trained to spot signs if children become withdrawn or need emotional support or a check-in.
- Facilitation of our curriculum which is broad and balanced stimulating interest and enthusiasm for different curriculum subjects.
- Our PSHE scheme of work 'Jigsaw' gives children the opportunity to explore and discuss wider issues in a safe environment.
- P4C is employed throughout the school as a way for children to discuss issues and debate in a philosophical way. This means they can discuss the bigger issues in a meaningful and safe way preparing them to be mentally healthy and resilient.
- Collective Worship allows our children to develop our spiritual thinkers.

Families:

We provide a range of support for families as well as our children. These include:

- Contact with Leadership Team to discuss any personal or confidential issues.
- Referrals made where necessary to support families.
- Financial relief with free wraparound care to support families in crisis.
- Access to our Food Bank as regularly as needed.
- ICT support including laptops for families with internet access where needed.