



**BOWERHAM PRIMARY & NURSERY SCHOOL**  
**&**  
**BABY UNIT**



***Mental Health and Well Being Policy***

**DATE: July 2025**

**Review date: July 2026**

**Stand tall, reach high, love learning**

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***1. Policy Statement***

Bowerham Primary and Nursery School and Baby Unit is committed to promoting positive mental health and emotional well-being for all students, staff, and stakeholders. We recognise that mental health is as important as physical health and impacts learning, behaviour, relationships, and overall school success.

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***2. Aims of the Policy***

- To promote a positive and supportive culture around mental health and well-being.
  - To identify and support students and staff who may be experiencing mental health challenges.
  - To provide access to resources, education, and early intervention strategies.
  - To engage families and the wider community in mental health initiatives.
  - To reduce stigma and discrimination associated with mental health issues.
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***3. Definition of Mental Health and Well-Being***

Mental health is a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work productively, and is able to contribute to their community. Well-being includes emotional, psychological, and social aspects of life.

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***4. Roles and Responsibilities***

***a. Senior Leadership Team (SLT):***

- Ensure the policy is implemented effectively.
- Promote whole-school mental health strategies.
- Allocate resources and training opportunities.

***b. Designated Mental Health Lead:***

- Coordinate mental health support.
- Oversee referrals and communication with external services.

- Monitor the mental well-being of students and staff.

*c. Teachers and Support Staff:*

- Foster a positive classroom environment.
- Identify early signs of distress.
- Support and refer students appropriately.

*d. Students:*

- Take part in mental health education activities.
- Support peers through kindness and inclusion.
- Seek help when needed.

*e. Parents/Carers:*

- Communicate any concerns regarding their child's well-being.
  - Support mental health efforts at home.
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## *5. Strategies for Promoting Mental Health*

- **Curriculum Integration:** Include mental health topics in PSHE (Personal, Social, Health and Economic education) and other relevant subjects.
  - **Well-being Programs:** Implement mindfulness, resilience training, and emotional literacy programs.
  - **Safe Spaces:** Provide designated calm spaces or well-being rooms for students who need a break.
  - **Anti-Bullying Initiatives:** Maintain a zero-tolerance policy toward bullying in all forms.
  - **Peer Support:** Establish mentoring or buddy systems.
  - **Mental Health Awareness Days:** Promote awareness through events and campaigns.
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## *6. Identification and Early Intervention*

Staff are trained to recognise the signs of mental health issues, such as:

- Sudden changes in behaviour or mood
- Decline in academic performance
- Withdrawal or isolation
- Self-harm or talk of self-injury

Any concerns should be reported to the Mental Health Lead, and, where necessary, referrals made to pastoral teams, school counsellors, or external services (CAMHS, GPs, etc.).