

Bursar Primary Academy



Emotional Health and Wellbeing Policy

Co-ordinator	Danielle Melhuish
Policy Date	September 2023
Reviewed	September 2025
Review Date	September 2026
Governor Ratified	September 2025



Emotional Health and Wellbeing Policy

At Bursar Primary Academy, we aim to promote positive mental health and wellbeing for our whole school community, pupils, staff, parents and carers, and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health. We recognise that children's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement.

The Department for Education (DFE) recognises that: "in order to help their pupils succeed; schools have a role to play in supporting them to be resilient and mentally healthy."

Aims

General

- Happier and more motivated pupils and staff who get more out of life

Teaching and Learning

- Pupils who are more engaged in the learning process
- Pupils who can concentrate and learn better
- Improved literacy and numeracy
- Improved attainment
- Better teaching
- Parents and carers more involved in school life and learning

Behaviour and Attendance

- Pupils with high self esteem and confidence
- Pupils who have a say in what happens at school
- Fewer disaffected pupils, disengaged from learning
- Better behaviour and attendance

Staff Confidence and Development

- Improved morale
- Lower absenteeism
- Better recruitment levels
- Better retention rates

Vehicles for emotional health and wellbeing

The school promotes and provides a range of services to pupils:

- Hygienic toilets which ensure privacy and safety
- Co-ordinated support from a range of external organisations
- Welcome days and transition events
- MyHappyMind programme (MyHappyMind+)
- Compass GO Pods
- Friendship benches
- Mental Health Awareness events
- Year 5 & 6 Kooth support and workshops
- Year 6 exam stress and secondary school transition workshops
- Compass GO school link workers
- Peer Wellbeing Champions – 'Happiness Heroes'
- School Councillors
- Mental Health assemblies
- Pastoral support – 2 trained ELSAs one in Key stage 1, one in Key stage 2

- Emotional Wellbeing, Behaviour & Attendance Officer (Mrs Danielle Melhuish)
- Senior Mental Health Lead (Miss Victoria Hambling)
- Pastoral Coordinator (Miss Victoria Hambling)
- Blossom Room – pastoral space for targeted and bespoke interventions
- ‘Mindfulness Moments’ – a daily moment for mindfulness, reflection and calm

The school promotes an anti bullying culture through:

- A strong school ethos which empowers tolerance and respect, including respect for difference and diversity
- A planned approach in PSHE and mentoring programmes to the issue of bullying in a context which promotes self esteem and confident relationships
- High profile of anti bullying procedures and policy through corporate posters, assemblies and events such as national anti bullying week
- Active listeners, including peer wellbeing champions, ELSAs, Pastoral Coordinator, DSL and adults other than school staff to whom the person may turn
- Promoting our ‘Bursar Values’ – Brilliantly Bold, Understanding Uniqueness, Resilient and Robust, Stamina and Self-Esteem, Aims and Aspirations, Responsible and Respectful – weekly assembly celebrating our values/constant reinforcement in classrooms and around the school

The school promotes and strengthens the pupil voice through:

- A democratic process for the election of school council representatives
- Timetabled meeting time for members of the school council
- Consulting pupils about change and policy development
- Allocating a school council budget
- Training a team of Peer Wellbeing Champions and pupil voice

The school promotes the involvement of parents and carers in the life and learning of the school through:

- Parent questionnaires
- Regular consultation about change and development through questionnaires and special meetings
- Sports events, themed weeks, concerts, music events,
- Involvement in school trips and extra curricular activities
- Regular communication and involvement over behaviour and pastoral issues
- The opportunity to speak to members of the Senior Leadership/ Safeguarding Team every day on the school gates

The school facilitates a context for learning through:

- Enhancing school and classroom layout; facilities and resources
- Recognising the background of individual pupils and their physical, social and emotional needs
- Establishing clear rules, routines and expectations about behaviour for learning
- Encouraging positive, caring and constructive relationships

The school enhances pupil motivation and learning through:

- Consistent support for vulnerable children and those with SEND
- A range of challenging opportunities for gifted and talented pupils
- An exciting and varied range of extra-curricular events and trips
- A broad and balanced curriculum with opportunities for physical and expressive development
- Recognising a range of learning styles
- Encouraging independence in learning
- Using a range of teaching styles, appropriate to pupils’ age, ability and level of maturity

The school enhances pupil self-esteem and personal development through:

- The PSHE Curriculum – 1decision
- Information, advice and guidance on sex and relationships and drugs, e-safety
- Opportunities for pupil leadership through school council, Peer Wellbeing Champions
- An emphasis on praise and reward
- Opportunities for reflection and spiritual development through art, literature and the Religion and World Views curriculum
- Transition programme to secondary schools for Year 6 pupils
- Nurture groups

- A stimulating and engaging Personal Development Programme that enhances the learning/ life opportunities for all pupils

The school enhances staff motivation, learning and professional development through:

- A programme of professional studies available for all
- Specific internal training programmes for support staff
- PPA time and subject leader monitoring release time for staff
- Whole school training events - INSET
- Access to appropriate external training
- Involving all staff when appropriate in decision making and proposed change
- Consultation on training and support needs through regular review
- Ensuring arrangements are in place for occupational health advice and support
- Mentor system for ECT's (Early Career Teachers) and all new staff.

Equal Opportunities and Inclusion Statement:

At Bursar Primary Academy, we consider all pupils to be of equal value; our pupils deserve equal access to every element of school life. We believe that they have equal opportunities to learn and work together to achieve their highest possible levels of achievement. Bursar Primary Academy is an inclusive school developing learners who thrive and flourish during their primary school career.