



The Goslings Preschool

Registered Charity No. 1094277

Mental Health and Well-being Policy

Mental health and emotional well-being are as important as physical health to lead a happy and fulfilling life. Mental health problems affect around one in six preschool children and young adults, which can include anything from depression and anxiety, to other types of behavioural problems. Generally, this is a direct response to what is happening in our children's lives.

At The Goslings Preschool, we recognise that children's mental health is a crucial factor in their overall well-being and can affect their learning and achievement. Good mental health helps preschool nursery children to develop the resilience to cope with whatever life throws at them, which in turn, will help them grow into well-rounded, healthy adults. Within their school career all children will experience ups and downs, and some may face significant life events. The Department for Education recognises that: *'in order to help their children succeed; schools have a role to play in supporting them to be resilient and mentally healthy.'*

'Mental health 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.' World Health Organisation (WHO).

Aims

At The Goslings Preschool, we aim to promote positive mental health and well-being for our whole school community (children, staff, parents and carers). We pursue this aim by using both universal approaches and specialised, targeted approaches aimed at vulnerable children. Staff and children will be taught skills to increase their awareness of mental health and emotional well-being. In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. In an average classroom, five children will have a probable mental health disorder. By developing and implementing practical, relevant and effective mental health policies and procedures we can promote a safe and stable environment for children affected both directly, and indirectly by mental ill health.

This policy describes the preschool's approach to positive mental health and emotional well-being and it is intended as guidance for all staff including our parental committee. It should be read in conjunction with our SEND policy, where a child may have an identified special educational need, the promoting positive behaviour policy, because behaviour, whether it is disruptive, withdrawn, anxious, depressed or otherwise, may be related to unmet mental health needs and the child protection and safeguarding policy, in relation to prompt action and wider concerns of vulnerability.

The policy aims to:

1. Promote positive mental health in all staff and children.
2. Increase understanding and awareness of common mental health issues.
3. Alert staff to early warning signs of mental ill health.
4. Provide support to staff working with children with mental health issues, as well as their parents/carers.

Procedure

- The policy and curriculum delivery will be tailored to promote the key aspects of improving mental health and emotional well-being. It will focus on creating a social, emotional and physically rich environment, where key relationships can thrive and children can feel secure in their learning. The curriculum will encourage children to foster their independence, promote 'good choice making' and actively encourage our children to recognise feelings, whilst learning to express them appropriately.
- Staff will have access to training and signposting to approaches and resources that will support their own emotional health and well-being with an aim to foster teamwork and create solidarity.
- All staff have a responsibility to promote the mental health and emotional well-being of our children. Staff with specific and relevant responsibilities include:
 - Julie Harris, Preschool Manager, Mental Health Lead and Designated Safeguarding Lead
 - Michelle Alford, Deputy Preschool Manager and SENCO

Child Identification

- Well-being measures include:
 - Staff observations.
 - Any changes in a child's behaviour, attention or presentation.
 - Any communication from children regarding their emotions, feelings or well-being.
- Any member of staff who is concerned about the mental health or well-being of a child should record this in the first instance. We then implement an assessment of need to ensure that children get the support they need, either from within the preschool or from an external specialist service. Our aim is to put in place interventions as early as possible to prevent problems escalating.
- If there is concern that the child is in danger of immediate harm, then the normal safeguarding procedures should be followed with an immediate referral to the safeguarding lead staff.
- If the child presents with a medical emergency then the normal procedures for medical procedures should be followed, including alerting the first aid staff and contacting the emergency services if necessary.
- Where a referral to the Child and Adolescent Mental Health Service (CAMHS) is appropriate, this will be led and managed by the Mental Health Lead.
- Individual SEN support plans will identify any individual support needs for those children causing concern, or who receive a diagnosis pertaining to their mental health.

CAMHS (Crewe) Tel.: 01270 253841

Email: cwp.camhs.crewe@nhs.net

Mill Street Medical Centre, Mill Street, Crewe, CW2 7AR

Child Well-being Assessment, Interventions and Support

NEED (Based on discussion with staff)	EVIDENCE-BASED INTERVENTION AND SUPPORT (Decided in consultation with key staff, parents and children)	MONITORING
Highest need	CAMHS assessment, 1:1 or family support or treatment, consultation with preschool staff and other agencies. Refer to the SEND policy as required.	All children needing targeted / individualised support will have an Individual Care Plan drawn up setting out: <ul style="list-style-type: none"> • The needs of the child. • How the child will be supported. • Any special requirements. Children and parents/carers will be involved in the plan. The plan and interventions are monitored, reviewed and evaluated to assess the impact. The Care Plan is overseen by the Mental Health Lead.
Some need	Access to in-preschool nurture support from designated mental health lead, 1:1 work/activities, small group work, well-being activities.	
Low need	General support from all staff.	

Confidentiality

We will always be honest with children and their families regarding confidentiality, especially if this compromises a child's safety or well-being. If we feel it is necessary to pass on our concerns about a child then we will discuss with the parents/carer:

- Who we are going to talk to.
- What information we need to tell them.
- Why we need to tell/ talk to them.

Working with Parents/Carers

In order to support parents with their children's emotional and mental health we will:

- Highlight sources of information and support about common mental health issues and behaviours on our preschool website.
- Ensure that all parents are aware of who they can talk to, and how to get the support they need if they have concerns about their own child.
- Make our mental health and well-being policy easily accessible to parents.
- Share ideas about how parents can support positive mental health and emotional well-being in their children through the website, newsletter/bulletin and parent information events.

- Keep parents involved about any mental health topics that their children are learning about and share ideas for extending and exploring at home.

Staff Identification

- Training and sharing of materials regarding mental health and emotional well-being will be made available to all staff. All staff are encouraged to complete courses relating to mental health and emotional well-being.
- Should staff need to discuss any concerns, we operate an 'open door policy' to senior leadership and we have a fully committed, supportive parental committee.
- Annual appraisal and periodic term reviews allow for mutual communication about personal health and emotional well-being, and staff are encouraged to give a true indication of their health and well-being.

Staff Well-being Support and Interventions

- The Gosling's management and parental committee are committed to providing all staff with listening support in relation to emotional well-being and recognition of this within performance management/appraisal discussions.
- Work life support and flexibility for personal well-being appointments within working hours.
- Information sharing and provision of resources from the Mental Health Lead, with signposting for staff to seek help and support from external agencies for their personal well-being. Posters and leaflets are displayed in key areas of the preschool.
- Promotion of staff well-being at staff meetings, with sessions run by the Mental Health Lead periodically.
- If staff are involved in a significant incident, they will be recommended for debriefing/counselling with a trained professional.

Staff Training / CPD

- All staff will receive regular training about recognising and responding to mental health issues as part of their regular safeguarding training.
- Staff are encouraged to read '*Prioritising Children's Mental Health and Wellbeing*' (Early Years Alliance) to reflect on supporting children's social, emotional and mental health needs, whilst assessing their everyday practice.
- We will host relevant information on our preschool website for staff and parents who wish to learn more about mental health. The MindEd www.minded.org.uk learning portal provides free online training suitable for staff wishing to know more about a specific issue.
- Training opportunities for staff that require more in depth knowledge will be considered as part of our appraisal process and additional CPD will be supported where it becomes appropriate due to need within the setting. Where the need to do so becomes evident, we will host training sessions for all staff to promote learning and understanding about specific issues related to mental health and emotional well-being.

This Policy has been reviewed and agreed by The Goslings Management Team and Parental Committee.