



Mental Health & Wellbeing Policy

Chair of Governors	M Mortiboys (January 2026)
Interim Headteacher	D Marusamy (January 2026)
Next review date	January 2027

Intent

At Butts Primary School, we are committed to creating a safe, caring, and supportive environment that promotes positive mental health for every child and adult. We believe strong mental health is the foundation for academic, personal, and social success. Through fostering resilience, relationships, adaptability, and a sense of belonging, we ensure that everyone feels valued, capable, and empowered to thrive.

We aim to create a safe, inclusive, and nurturing environment where every pupil feels valued, listened to, and supported.

We recognise that mental health exists on a continuum and that all pupils may experience challenges at different times. Our wellbeing provision ensures:

- Pupils are taught strategies to manage emotions and build resilience
- Early identification and support for pupils at risk of emotional difficulties
- Positive relationships are developed across the school community
- Pupils have a voice in decisions that affect their wellbeing

Our overarching goal is to equip pupils with lifelong skills that promote mental health, self-regulation, empathy, and confidence.

Implementation

My Happy Mind Programme

My Happy Mind is our core evidence-based programme, delivered through wellbeing lessons and wider curriculum opportunities. It is grounded in neuroscience and positive psychology, giving pupils a shared language to understand thoughts, feelings, and behaviours.

Key elements include:

- Weekly lessons that are age-appropriate and progressive
- Reinforcement of key concepts in assemblies, class routines, and unstructured times
- Teaching practical strategies for managing stress, regulating emotions, and developing a growth mind set
- Promoting empathy, gratitude, kindness, self-esteem, and resilience
- Staff modelling positive behaviours and using consistent language

Pupil learning is further supported by parental engagement, including guidance and resources to reinforce wellbeing strategies at home.

Our Curriculum

Our curriculum is carefully aligned with our school ethos of **'One School, One Community'**, embedding belonging and positive relationships throughout every learning experience. We empower every child to grow academically, socially, and personally by providing opportunities to make decisions, celebrate achievements, discover unique talents, take responsibility, and reflect. Through meaningful experiences, we nurture confidence, resilience, and a sense of belonging, helping pupils thrive in school and beyond.

Outdoor Space

Spending time in the fresh air is great for well-being. Pupils are encouraged to take part in the Daily Mile. In addition, sports equipment and organised play encourage pupils to be active during outdoor play.

Other outdoor activities include;

- Forest School
- School garden
- After school clubs (gardening, fitness, art and music)

Key Staff members

Staff Roles	Staff Member
Mental Health Lead	Mrs Donna Marusamy (Interim Headteacher)
Wellbeing Lead	Mrs Dee Rai
Designated Safeguarding Lead	Mrs P Khalique
SEND Lead	Mrs Stella Wynn

Wellbeing Ambassadors

Wellbeing Ambassadors are pupils who champion emotional wellbeing across the school. They support a positive culture of kindness, inclusion, and respect and act as a bridge between pupils and staff.

Ambassador responsibilities include:

- Supporting My Happy Mind initiatives
- Leading assemblies and school events related to wellbeing
- Encouraging positive peer interactions and inclusive play
- Raising pupil feedback and suggestions to staff

Ambassadors are trained to understand that their job is to promote wellbeing in our school community.

Supporting Pupils

Staff are trained to identify pupils who may be experiencing emotional difficulties. Support is delivered at three levels:

Universal Support:

- Whole-class My Happy Mind lessons
- Daily emotional check-ins and sharing regulation strategies
- Positive behaviour reinforcement and nurturing classroom practice
- Staff use emotion coaching and restorative practice to support pupils

Targeted Support:

- Small group interventions or pastoral support
- Individual mentoring or emotional check-ins
- Collaboration with SEND Lead and external specialists

Specialist Support:

- Referrals to external agencies for mental health support
- Multi-agency meetings where appropriate
- Individualised support plans for pupils with significant needs

Staff Wellbeing

Staff wellbeing is recognised as critical to the overall school climate and pupil outcomes. Leaders actively promote a culture of support, resilience, and professional fulfilment.

Staff wellbeing initiatives include:

- Access to professional reflection, peer support, and mentoring
- Clear workload expectations and effective communication
- Allocated time given to staff to support completion of tasks
- Opportunities for shared decision-making and leadership involvement
- Confidential support services for mental health and wellbeing
- Open door policy

Parental and Community Engagement

We work closely with parents and carers to support pupil wellbeing by:

- Sharing information about My Happy Mind and wellbeing strategies
- Hosting parent workshops and guidance sessions
- Encouraging open dialogue between home and school
- Signposting external mental health resources when needed
- Early Help support service

Impact

The effectiveness of wellbeing provision is monitored using:

- Pupil voice surveys and focus groups
- Behaviour, attendance, and engagement data
- Staff feedback and reflections
- Parental feedback and consultations

This evidence informs continuous improvements, ensuring that the wellbeing programme remains responsive and impactful.

Expected outcomes:

- Pupils demonstrate resilience, self-regulation, and empathy
- Positive relationships are evident across the school community
- Pupils and staff feel supported, safe, and valued
- Mental health challenges are identified early and addressed appropriately