



**Mental Health and
Wellbeing
Statement**

Mental Health and Wellbeing Statement

Defining mental health

Mental Health is “the emotional and spiritual resilience which enables us to enjoy life and survive pain, suffering and disappointment. It is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance.” (World Health Organisation)

Mental health affects all aspects of life and behaviour.

Who is covered by this policy statement?

This applies to all pupils who attend, and all staff who work at KWEST Multi Academy Trust academies irrespective of role. This policy encourages the mental health and wellbeing for all staff and children.

Context and Rationale

Mental Health and Wellbeing promotes success and improvements by:

- promoting positive mental and emotional wellbeing by providing information and support.
- creating a shared understanding of all aspects of mental health
- enabling those with mental health related issues to self-disclose and seek support in a safe confidential manner.
- offering guidance and strategies to support pupils and staff to be mentally healthy
- creating a culture to support and maintain positive mental health and wellbeing.

Aims

KWEST Multi Academy Trust purposes to have:

General

- resilient, 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 standards in all subjects, including literacy and numeracy
- improved attainment
- more effective teaching
- parents/carers who are 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 the academies
- more engaged learners
- good concentration, behaviour and attendance
- positive peer relationships

Staff Confidence and Development

- high morale
- staff with high wellbeing leading to lower absenteeism
- stable, content and consistent workforce
- positive and effective relationships with pupils

Statement

KWEST Multi Academy Trust is committed to promoting the mental health and emotional wellbeing of pupils and staff. In order to do so they will:

Promoting Mental Health and Wellbeing (Prevention)

- encourage and support the all academies' communities to be positive in its approach to mental health wellbeing.
- promote knowledge and understanding of both internal and external support services.
- provide guidance and support to all those connected with the organisation to help them develop confidence in their ability to manage mental health and emotional wellbeing.
- provide appropriate training and information to staff on mental health and emotional wellbeing.
- have named Wellbeing Champions on staff at each KWEST academy who are the contact point at the academies and who are responsible for coordination and delivery of the mental health and emotional wellbeing strategy.
- seek to integrate mental health and emotional support across the curriculum.
- keep this document under review and make changes when legislation and best practice requires.

Addressing Needs (mechanisms to support children and staff)

- promote a culture which supports and encourages self-disclosure.
- provide a framework for responding appropriately to mental health wellbeing.
- recognise that staff have the responsibility to alert others to potential and actual indicators of mental health needs and to take this action whenever necessary. For pupils, through our CPOM system and for staff, via their line manager or the Senior Leadership Team.
- co-operate with other organisations involved in the delivery of mental health and emotional support services.
- observe the principles of confidentiality and data protection in respect of mental health and emotional wellbeing.