



Cassiobury Junior School

Mental Health and Wellbeing Action Plan

March 2025

Introduction

Our plan aims to prioritise the mental health and wellbeing of the children, the staff, and the school community, ensuring that social and emotional needs are addressed in a proactive and supportive manner.

Our vision is to create a safe, supportive, and inclusive environment where everyone feels valued, understood, and supported in their mental health journey. Our core values are **'Learning to Learn, Growing Together, Ready for the Future'**

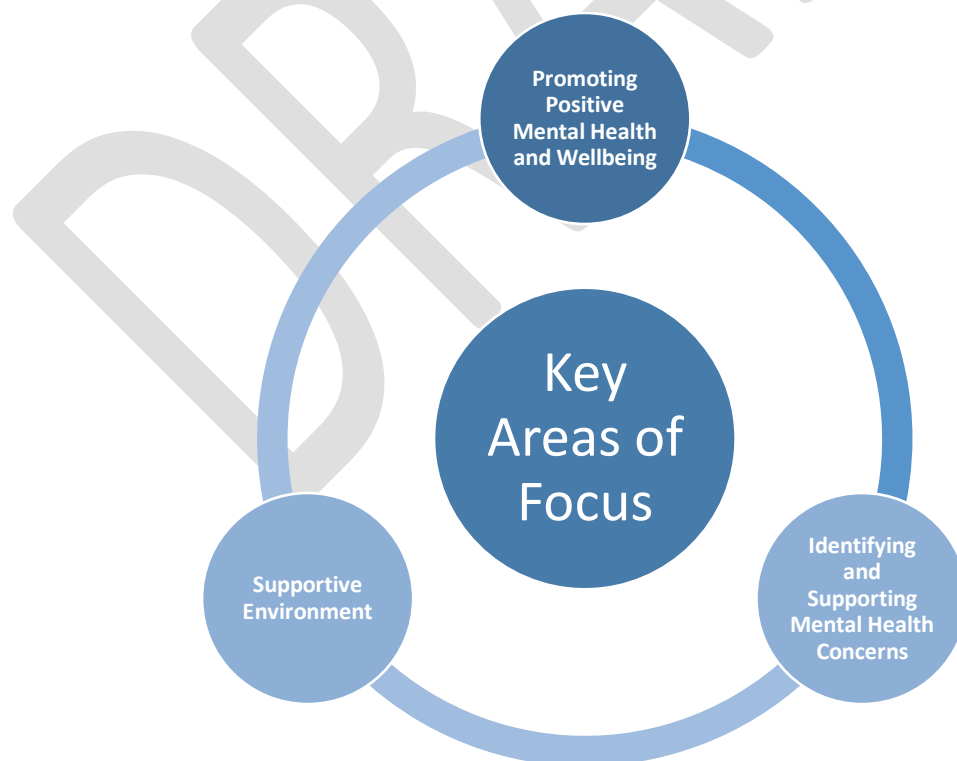
Whole-School Approach

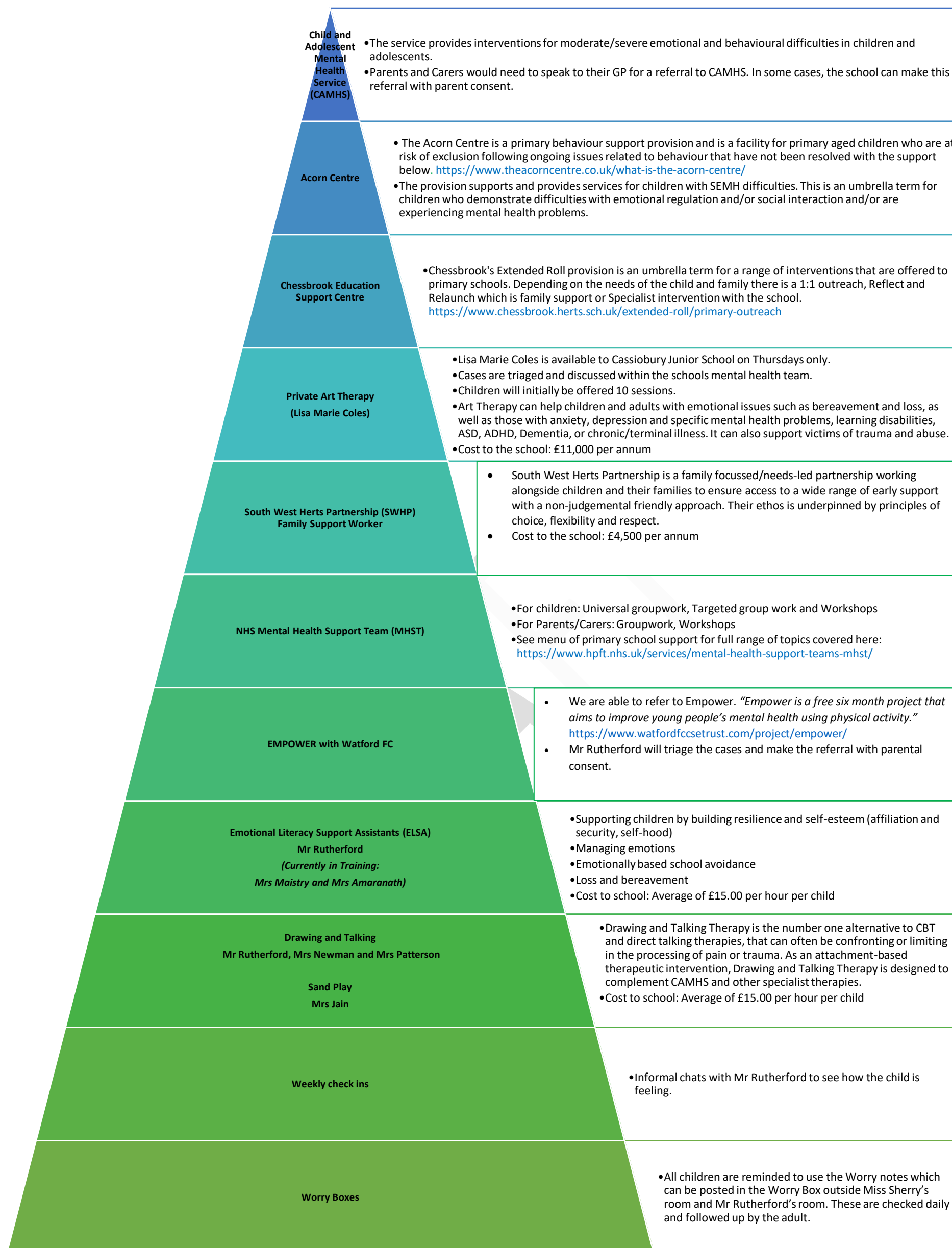
Commitment from Leadership:

Miss Sherry and the Senior Leadership Team (SLT) are committed to embedding mental health and wellbeing as a priority throughout the school's ethos.

School Culture:

We will foster an environment where mental health is openly discussed, where kindness and empathy are promoted, and where all children, families and staff feel safe and supported.





All interventions are triaged and discussed within the in school mental health team, led by Mr Rutherford. We look at impact and effectiveness fortnightly and adjust support accordingly.

Parental and Community Engagement

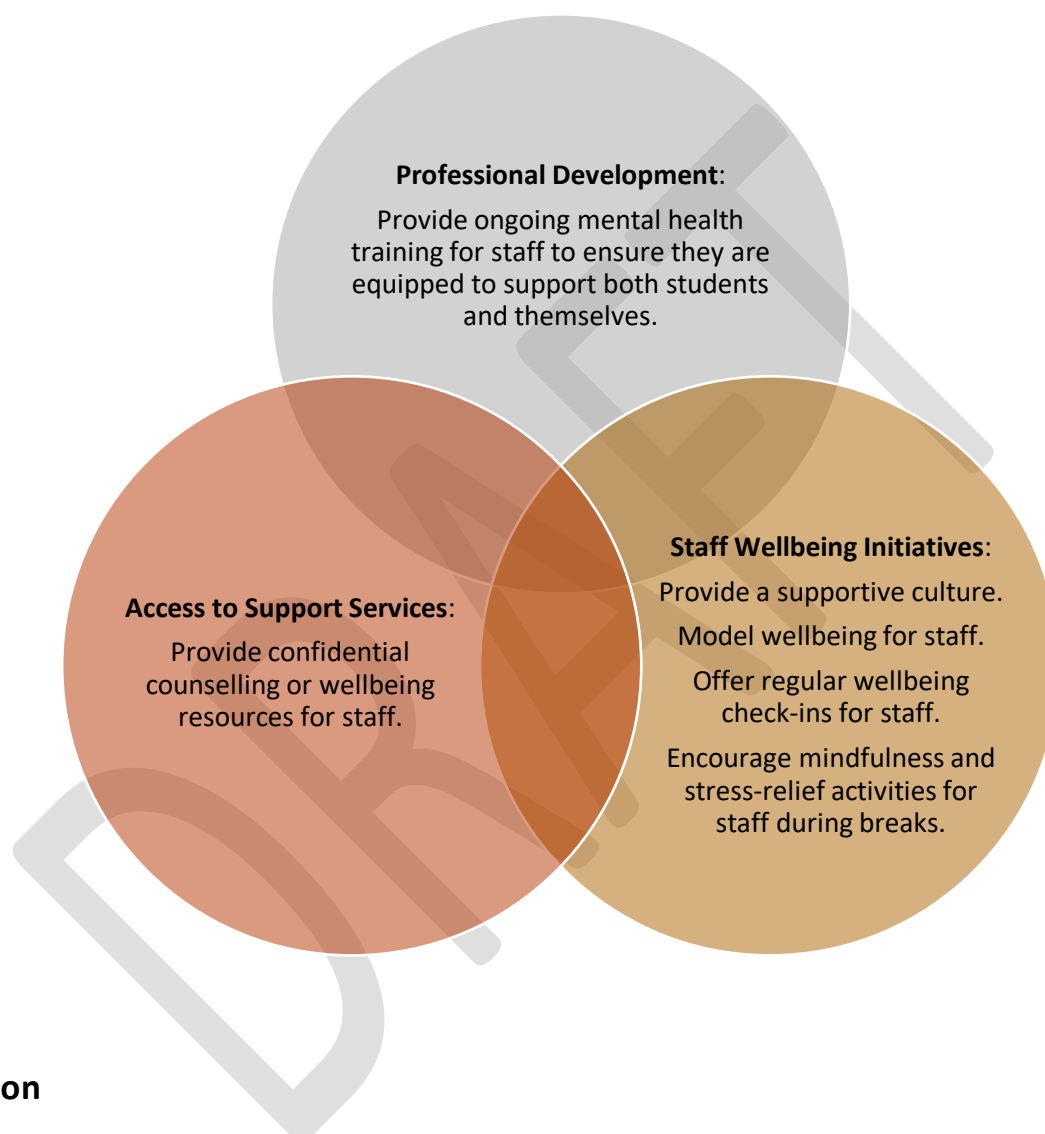
Parental Involvement:

Provide workshops for parents on understanding and supporting their child's mental health.
Regular communication with parents about their child's emotional and social development.

Community Partnerships:

Partner with local mental health organisations and services to enhance the resources available for students and families.

Support for Staff Wellbeing



Monitoring and Evaluation

Review and Adjust:

- The mental health and wellbeing plan will be reviewed annually by the Mental Health and Wellbeing team, and adjusted to meet the evolving needs of the school community.
 - The Mental Health and Wellbeing team will meet throughout the term to discuss caseloads and the impact of support interventions – adjustments are made where necessary

7. Emergency Management and Support

Emergency Response Plan:

- Establish a clear protocol for responding to urgent mental health situations, including self-harm, bullying, or trauma.
- The school holds an Emergency Response Plan for significant events and trauma. For data reasons, this is not available on the website.
- Cassiobury Junior School has a Bereavement Protocol which can be found on the website

Support for Affected children or staff:

- Ensure timely interventions and access to mental health professionals when students face crises.
- Refugee support – Where possible, children, with their families, meet key members of staff within the school ahead of their start date. An understanding of the child and families situation is gathered and the in house Mental Health team will discuss a plan of support where needed.

Resources and Partnerships

Internal Resources:

Personnel	Contact
Peter Rutherford Mental Health and Wellbeing Lead and ELSA	wellbeing@cassioburyjm.herts.sch.uk
Jenny Sherry Head teacher, Mental Health Deputy and Behaviour Lead	admin@cassioburyjm.herts.sch.uk FAO: Headteacher
Natasha Newman SENDCo, Mental Health Deputy, Behaviour Deputy, Drawing and Talking Advanced Practitioner	senco@cassioburyjm.herts.sch.uk
Namita Jain HLTA and Sand Therapy Practitioner	admin@cassioburyjm.herts.sch.uk FAO: Mrs Jain Sand Therapy
Amy Patterson Teaching Assistant and Drawing and Talking Practitioner	admin@cassioburyjm.herts.sch.uk FAO: Ms Patterson, Drawing and Talking
Shymala Amaranath HLTA and Training ELSA	admin@cassioburyjm.herts.sch.uk FAO: Mrs Amaranath ELSA
Sue Maistry TA and Training ELSA	admin@cassioburyjm.herts.sch.uk FAO: Mrs Maistry ELSA

Focus Area	Action	Responsible Person
Review the school, 'offer' for mental health/emotional support on the school website and through documents shared to parents.	• Website updated to include links to services • Pathway developed to share routes to support • Identify key people in school and ways to contact them • Ensure parents and staff are aware of staff who are trained in specific programmes e.g EBSA, MHST, Drawing and Talking, Art Therapy, Sand Play	Headteacher SENDCo Wellbeing Lead
Develop links and joint working with Mental Health Support Team (MHST)	Assign key link staff member to meet and work with MHST practitioners on a weekly basis and structured sessions to review cases termly. • liaise with SENDCo • 1-1 MHST to work with parents • MHST group work delivered to children • Provide Mental Health Workshop for Parents • EBSA training for all staff and talks for parents.	Headteacher SENDCo Wellbeing Lead
	MHST Emotion Explorers (Y3)	Wellbeing Lead
	MHST Me and My Emotions (Y5) – 8 weeks	Wellbeing Lead
	MHST Body Image and Self Worth Workshop (Y6)	Wellbeing Lead

	• All staff trained on EBSA • Talk delivered to parents as above • Daily review and monitoring of attendance • Support offered to parents	
Create Safe Spaces in Classrooms	• ELSA trained staff to review safe spaces in classrooms or immediate corridor spaces to ensure resources are available to deescalate and support children	ELSA trained TAs TBC
Identifying Social, Emotional and Mental Health (SEMH) needs for children with Neurodiversity.	• Understand the child's milestones within the Early Learning Goals • Identifying and target gaps which may be impacting SEMH in later years	Wellbeing lead with SENDCO and Head teacher
Conduct Children's Mental Health Survey	• Head teacher to send out link to the children's mental health survey • All teachers to ensure the survey is completed • Support to be provided to children who require reading and comprehension support • Findings will be shared with the governing body and parents	Head teacher
Conduct Staff Mental Health Survey	• Head teacher to send out link to the staff mental health survey • Support to be provided if required to complete the survey • Needs identified and plan developed by Cassiobury Junior Schools internal mental health team	Head teacher
To run focus events	• Anti-bullying events (2025 dates yet to be announced) • Children's Mental Health Week 2025 will take place from 3-9 February 2025 • Adult Mental Health Awareness Week will take place from 12 to 18 May 2025	Wellbeing Lead, PSHCE Lead, Head teacher

Conclusion

The Mental Health and Wellbeing Plan will guide the efforts of our school community to foster a supportive environment for mental health. We are committed to providing the best possible resources and support to ensure that children, families and staff can thrive socially, emotionally, and academically.

Signatures of Approval		
Jenny Sherry Headteacher		Date
Nisha Nyunt Chair of Governing Body		Date
Peter Rutherford Wellbeing Lead		Date

Appendix 1

External Resources:

For children and families:

- Delivering Special Provision Locally (DSPL 9) – Information, training and support for local parents <https://www.dspl9.uk/page/?title=Parents&pid=10>
- Lisa Marie Coles, Art Psychotherapist
- **Mental Health Support Team (MHST)** - Hertfordshire MHST work within partner educational settings to provide early help and preventative support for the mental health and well-being needs of children and young people aged 5-19 years <https://www.hpft.nhs.uk/services/mental-health-support-teams-mhst/>
- **Families in Focus** is a Hertfordshire-based community interest company, that provides online evidence-based, award-winning therapeutic parenting courses and transforming parenting since 2007 <https://www.familiesinfocus.co.uk/>
- **Supporting Links** – Promoting Strong Family Relationships <https://www.supportinglinks.co.uk/>
- **Families Feeling Safe - Providing life-long skills since 2014** – “Families Feeling Safe is an award-winning Social Enterprise, delivering high quality Protective Behaviours training, courses and workshops. Our work means children, young people and families feel safer in their communities by improving their resilience and emotional & mental wellbeing.” <https://familiesfeelingsafe.co.uk/>
- **Place2be** - is a children’s mental health charity with over 30 years’ experience working with pupils, families and staff in UK schools. “We provide mental health support in schools through one-to-one and group counselling using tried and tested methods backed by research. In addition, we also offer expert training and professional qualifications.” <https://www.place2be.org.uk/>

For staff:

- Education Mutual <https://www.educationmutual.co.uk/>

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Mental Health and Wellbeing Referral Pathway

The following flow chart shows how the support is triaged by the Mental Health leads.

Child, Parent and Carer or Member of staff shares a concern. What happens next?

