

## Case Study - Reigate Parish Church School



### Project Title:

To develop positive mental health of our students and staff

### Healthy Schools Theme:

Emotional Health and Wellbeing

### School Context:

Reigate Parish Church Primary School: A trusting, respectful and caring place for children to reach their full potential, with the Christian faith and Christian values at our heart.

Reigate Parish Church Primary School is a growing two-form entry primary school that currently has 284 children (Reception to Year 4). Predominately Reigate in Surrey but as we are expanding we do take families from a little further afield, ie Redhill, Horley. Our parents are highly involved in their child's education and have high expectations.

### Context:

	2016	2017
%FSM / pupil premium / ever 6	1%	4%
%EAL	3%	6%
%SEN Support	13.9%	14.8%
% EHCP	1.1%	0.9%
Deprivation	0.1	0.1

### Identified Priority:

After the news of the expansion there was uncertainty and worry amongst some staff members due to the amount of change that would be happening. We therefore felt that we wanted to help maintain staff morale and ensure that staff members felt happy and supported at work. We also wanted to focus on developing the emotional health and wellbeing of the children on their journey from becoming an infant to a primary school. The baseline questionnaire identified that staff members did not feel confident in identifying mental health in children and know a range of ways to support them.

## Outcomes:

- Increased staff confidence in addressing mental health and teaching PSHE
- Staff members to feel that they work in a happy and supportive work environment.
- Staff members knowing how to deal with stress/work load/implications becoming a primary school
- Children with low confidence and self-esteem being supported and targeted
- Increased number of students feeling safe and happy during playtime

## Activities / Interventions:

- Targeted Mental Health in Schools Training 2016 – 2 staff meetings led on mental health
- Links made with Pat Griffin the primary mental health worker
- World Mental Health Day for staff
- “Staff Shout Out” display
- Staff social events
- Mentors for all teachers
- New PSHE policy
- New PSHE scheme of work ‘Jigsaw’ implemented across the whole school
- Raise the profile of PSHE in school – more PSHE displays and information given to parents in newsletters
- Jigsaw Training for teaching staff
- RSE training for teaching staff
- Restorative approach ‘Solve it together’ implemented into school
- Restorative approach ‘Solve it together’ training for MDS
- Restorative approach ‘Solve it together’ assembly for children
- Teacher appreciation day
- Children's Mental Health week - 19th-23rd February 2018
- Feeling Good Day
- Discovery afternoons in mixed year groups
- Staff Fitness club run by external Zumba teacher
- Governors sending thank you cards/flowers/treats to members of staff
- New swivel chairs for teaching staff
- One afternoon off a term for teachers who run afterschool clubs
- Baseline questionnaire for children regarding playtime and then questionnaire revisited
- Baseline questionnaire for staff/re-done

## Impact:

- Targeted Mental Health training – the Mental health awareness training helped to increase the confidence and skills of teachers who work with children who may have emotional and mental health problems. The leader gave us advice and tips on individual children and we were able to make action plans for these children.
- Primary mental health worker- a meeting took place on 11<sup>th</sup> May 2017 with Pat Griffin to discuss the support and training that CAMHS can offer. The school ELSA also attended this meeting. Since this meeting the school ELSA and myself have discussed how it would be useful to have the Targeted Mental Health training for TA's, LSA's and MDS. As discussed in the meeting, we are going to propose termly meetings with Pat Griffin next year.
- “Staff shout out” board in the staff room. Staff members can write down on a sticky note someone who they think has been doing a great job/helped them out. They then place it on the display to say thank you and make people smile. This has increased staff morale and makes people feel valued.
- Staff social events including a theatre trip to see “Annie” and bowling. This is a time for staff

members to mix with others who they might not see on a daily basis and socialise outside of school.

- All teachers now have a mentor who they touch base with every term. This allows teachers to discuss any worries or concerns they may have. This means everyone has someone there to talk to if they feel they cannot go to the head teacher or SLT. This has worked well and staff members were positive about this change.
- Time to Talk Day – leaflets in the staff room to promote the importance of chatting about mental health
- New PSHE scheme of work. The school invested in the scheme 'Jigsaw' as teachers did not feel confident delivering lessons and felt the current work was out of date and not inspiring for the children. All teachers received external training on the new scheme of work which made them feel excited and confident to teach from the new lesson plans.
- We felt it was important to try and raise the profile of PSHE by ensuring there were displays around the school showing work across the key stages. We also sent information out in newsletters informing parents what they had done. This hopefully sparked conversations with parents and children about their PSHE lessons.
- Feedback from Mid-day supervisor meetings informed us that they did not feel comfortable dealing with problems and conflicts at lunchtime. Therefore, the 'Solve it together' approach was implemented across the school. An assembly was given to the whole school modelling the approach.

Step 1 – 'Solve it together' code

Step 2 - Hearing both sides of the problem

Step 3 - Sharing feelings

Step 4 - Finding solutions

Step 5 - The agreement

Training was also given to MDS where they now use this approach to address any problems in the dinner hall or playground. Small cards were made to put in lanyards to remind staff of the different steps. Staff members now feel more confident dealing with problems and everyone is following the same approach.

- Teacher appreciation Day- member of staff brought in cakes and goodies to celebrate how amazing and hardworking the teachers are at Reigate Parish. Teachers appreciated this gesture and were very grateful.
- The school took part in Children's Mental Health Week. The children took part in different activities and read story books focussing on emotions and ways to deal with emotions. The book called 'The big book of blobs' was very effective in allowing children to express their feelings. During this week, teachers sent home Marvellous Me messages (electronic messages sent home which ping up on parents' phones, tablets etc) focusing on emotions and wellbeing. This was to encourage parents to ask children questions about how they are feeling etc.
- The school took part in 'Feeling Good day' in order to raise awareness and promote the importance of good emotional health and well-being of children in our school. This year the focus was on building children's resilience. We applied for a grant and was lucky to receive £100 which we put towards a fitness workshop called 'Kidz Fit.' The fitness workshop educated children about the importance of a healthy lifestyle, physical fitness and personal well-being. This was achieved through interactive and fun workshops.
- Each half term all the children take part in a 'Discovery afternoon' which is a cross-curricular, practical, child-led afternoon of different activities. Sometimes this takes place in house teams which has allowed children to make new friends and learn across year groups. The children look forward to these exciting afternoons.
- Fitness club ran by an external Zumba teacher. This meant staff could get fit together whilst having fun. This has now stopped so we will look into starting this again next year.
- All teachers and office staff were given new swivel chairs. This meant they could now sit at an appropriate height chair with good back support. 5

- Teachers are entitled to an afternoon off once a term for running an afterschool club. This helps with work-life balance and is a way of thanking teachers for giving up their time after school. Teachers are very grateful for this and feel appreciated for their time and effort that they put into planning fun and engaging after school clubs.
- The governors have sent thank you cards/flowers/treats to staff members on different occasions. This is often after an event such as the recent Slams inspection in June. This increases staff morale and makes everyone feel special and valued.
- Teachers expressed their worries about delivering RSE in PSHE. Therefore, a staff meeting was organised for RSE training run by a member of Jigsaw. This made teachers feel more confident delivering the lessons and gave time for everyone to ask questions. A parents meeting was organised to inform parents about what the children will be learning in different year groups.
- The baseline children's the second time showed that;  
89% felt safe and happy at playtime compared to 79% before  
100% knew how to get help if they were worried or upset compared to 89% before  
84% felt their PSHE lessons helped them in the playground compared to 67% before  
The children said that if they were happier now they have colouring club and Duplo outside during playtime.  
When asked how playtime could be made even better for next year they said they would like more shaded areas.
- Teachers completed the baseline questionnaire again and the results showed that;  
84% teachers feel confident in addressing mental health issues in school compared to 61% before  
92% teachers feel supported and valued at school compared to 76% before

#### Next Steps:

To continue to have more staff social events  
To attend more core mental health training opportunities  
To look into buying some shade sails for the playground

#### Senior Leader Quotes:

T has been really supportive in leading and running this initiative

Deputy head

It has been great to have the staff shout out board in the staffroom. It is lovely to read about all the amazing things everyone is doing throughout the school. The social events have enabled KS1 and KS2 to spend time together as we have staggered play times and lunch times.

Early Years Leader



**Photographs:**

The "staff shout out" display is in the staff room. An ongoing display where staff members can add to it throughout the term. Inspirational and happy quotes to motivate staff.




**PSHE (Personal Social and Health Education)**

In PSHE this term all year groups have been learning about celebrating differences. The children have been discussing how everyone is special and unique.

Year 1 children enjoyed designing gingerbread men to show similarities and differences.

In year 3/4 the children have been learning about bullying, how this can make children feel and ways to get help.

All the children love learning with their class mascot, Jigsaw.



**Collective Worship**

Our collective worship this half term has focused on our values of friendship, honesty and the Christmas Story.

**Year 4 Children Lead Collective Worship**



Fifteen Year 4 children volunteered to work with Mrs Davis to plan and present an assembly on the value of Generosity. They thought about what is meant to be generous (the desire to share with others what people have) and what it means to Christians (generosity is a response to all that God has done for people, above all his sacrifice on the cross). Their assembly involved a short play with one character receiving some extra pocket money and him deciding how best to spend it and being challenged about how he could be generous with his money.

Each half term children in the other year groups will have the opportunity to work with Mrs Davis and to present an assembly to the whole school.

**School Council**

As you know from attending the Christmas productions ("The Nativity" by Reception, "The Magical Christmas Journey" by KS1 and the "Christmas Carol Concert" performed by Year 3 and 4) the School Council choose, collaborate and discuss with their classes, local charities to support this year. Reception chose "Homestart", KS2 chose "Embrace" and Year 3 and 4 chose "George and the Giant Pledge".

Next term new children will be voted by their class to be the school councillors for the Spring Term. In the Spring Term the Reception children join the school council. They meet every two weeks with Mrs [name].

Displays in school – promoting PSHE

School Newsletter informing the parents what the children have been learning in PSHE that term.