The Saints Academies

MENTAL HEALTH AND WELLBEING ACTION PLAN 2026-27

Our Vision

Rooted in our Christian visions and the Church of England's commitment to 'life in all its fullness' (John 10:10), we want to create four happy, healthy and nurturing school communities where the mental health and wellbeing of every child and adult is valued and prioritised.

We believe that everyone is uniquely valued as a child of God and deserves to feel safe, included, respected, listened to and supported to flourish.

Our approach is underpinned by the Church of England's Vision for Education: *Deeply Christian, Serving the Common Good*, and its commitment to educating for wisdom, hope, community, dignity and respect.

We recognise that positive mental health and wellbeing is everyone's responsibility.

Our Strategic Priorities

Strategic Priority	Key Actions for 2026–2027	Intended Impact
1. Promoting Positive Mental Health	Embed a consistent whole-school approach to mental health and wellbeing. Develop emotional literacy, resilience, positive relationships and a sense of belonging through the curriculum and everyday practice.	Children feel safe, valued and confident, and are able to recognise and talk about their feelings.
2. Early Identification and Intervention	Ensure staff recognise early signs of emotional and mental health difficulties. Maintain clear pastoral support, identification and referral processes. Maximise Mental Health Support Team (MHST) provision at Horton and St Peter's and strengthen alternative support pathways at All Saints and St Augustine's.	Children and families receive timely, appropriate support according to their individual needs.
3. Staff Mental Health and Wellbeing	Embed the Education Staff Wellbeing Charter. Prioritise manageable workloads, positive working relationships, staff voice, recognition and a healthy work-life balance.	Staff feel valued, supported and able to maintain positive mental health and wellbeing.

4. Developing Staff Confidence and Expertise	Provide opportunities for staff training and professional development around children's mental health, emotional wellbeing and early intervention. Share effective practice, resources and approaches across all four schools.	Staff feel confident recognising concerns and supporting children's emotional and mental health needs.
5. Partnership, Inclusion and Belonging	Strengthen relationships with parents, carers and external agencies. Embed the principles of the Church of England's *Flourishing for All* guidance, promoting dignity, respect, inclusion and positive relationships, and ensuring that bullying and discrimination are challenged.	Every child and adult feels respected, included and valued. Families feel supported and children benefit from a coordinated approach to wellbeing.

Implementation and Evaluation

Autumn Term

- Review existing provision and wellbeing priorities across all four schools.
- Review staff confidence, pastoral support and referral pathways.
- Identify opportunities for sharing effective practice.

Spring Term

- Evaluate progress against the agreed priorities.
- Gather pupil, parent and staff voice.
- Identify further training, support and development needs.

Summer Term

- Review the impact of actions across all four schools.
- Celebrate successes and share effective practice.
- Agree priorities for the following academic year.

Leadership and Accountability

The Executive Headteacher will provide strategic oversight and ensure a consistent commitment to mental health and wellbeing across all four schools.

The designated mental health and wellbeing leads will oversee implementation within their individual settings, monitor progress and share effective practice.

Measures of Success

- Children feel safe, happy, included and listened to.
- Children demonstrate developing emotional literacy, resilience and positive relationships.
- Early identification and intervention are effective.
- Staff feel valued, supported and able to raise concerns.
- Families know how to access appropriate support.
- MHST provision is used effectively at Horton and St Peter's.
- Appropriate alternative support pathways are established and maintained at All Saints and St Augustine's.
- Wellbeing is embedded within school improvement planning and leadership discussions.

Our Shared Christian Commitment

As Church of England schools, we believe that every individual is precious and has the opportunity to experience life in all its fullness.

We are committed to nurturing the whole child, recognising that academic achievement, emotional wellbeing, spiritual development and positive relationships are interconnected.

Together, across our four schools, we will create communities where everyone feels they belong, are valued and are supported to flourish.

"I have come in order that you might have life – life in all its fullness." John 10:10