

Bishop Challoner Catholic College



Next Review

July 2026

Review Period

2 Year

FGB Review

July 2024

Current Status

Complete

Staff Owner

M Nutt

Government/DfE Requirement

Good Practice

**Bishop Challoner Catholic College
Mental Health & Emotional Wellbeing Policy**

Mental Health & Emotional Wellbeing Policy

**In our Community of Faith in
Bishop Challoner Catholic College
We give glory to God by developing our full potential and in
Our service to others
In the name of the Father and of the Son and
Of the Holy Spirit**

At Bishop Challoner Catholic College we believe that every individual is special and is made in the image of God. In living out our mission statement it is the duty of all to respect each other and offer an environment where all feel secure and valued.

Bishop Challoner Catholic College fully recognises its responsibilities for safeguarding all members of our community.

Bishop Challoner Catholic College is committed to safeguarding and promoting the welfare of all its students. We believe that all staff and visitors have an important role to play in safeguarding.

Policy Statement

Mental health is a state of well-being in which every individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to her or his community. (World Health Organisation, 2018)

At Bishop Challoner Catholic College (BCCC), we aim to promote positive mental health for every member of our school community. We pursue this aim using both universal, whole school approaches and specialised approaches aimed at vulnerable students.

In addition to promoting positive mental health, we aim to recognise and respond to mental health issues. By developing and implementing practical, relevant and effective mental health policies and procedures we can promote a safe and stable environment for students affected both directly, and indirectly, by mental ill health.

This document describes the school's approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff, including support staff and governors.

This policy should be read in conjunction with Keeping Children Safe in Education, Bishop Challoner Catholic College Safeguarding Policy, School Medical Conditions Policy and our SEND policy. Our mental health and well-being 'offer' is also available on the school website.

The Policy aims to promote positive mental health for the school community by;

- Increasing understanding and awareness of mental health issues amongst students, staff and parents/carers;
- Alerting staff to early warning signs of mental health issues;
- Providing support to staff working with young people with mental health issues;
- Ensuring that appropriate advice and support is given to students (and parents/carers);
- Ensuring that appropriate referrals for students are made to external agencies for support with mental health issues.

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of students, the staff who form the Wellbeing Team (WBT) and have been specifically trained in mental health first aid. The WBT are as follows:

M Nutt – Assistant Principal / Deputy DSL/Senior Mental Health Lead

K Peckover – Associate Principal-Student Support Manager/DSL

R Reynolds – Student Support and Mental Health Lead/ Deputy DSL

S Clarke – Raising Standards Intervention Lead/ Deputy DSL

J Jethwa – Standards for Learning Intervention Lead/Head of PSHE/ Deputy DSL

A Forde – Student Support Coordinator/ Deputy DSL

Any member of staff who is concerned about the mental health or wellbeing of a student should, in the first instance refer the matter on via Class Charts. However, if there is a fear that the student is in danger of immediate harm then the normal safeguarding procedures **must** and will be followed with an immediate referral to the DSL team or SMT. If the student presents as a medical emergency, then the normal procedures for medical emergencies must be followed, including alerting first aid staff and contacting the emergency services if necessary.

Risk Assessments

Risk assessments will be written for any student considered to be highly vulnerable. This will be drawn up with involvement from the student, the parents/carers and relevant health professionals.

Teaching about Mental Health

The skills, knowledge and understanding needed by our students to keep themselves and others physically and mentally healthy and safe are included as part of our PSHE curriculum. The specific content of lessons will be determined by the specific needs of the cohort being taught but there will always be an emphasis on enabling students to develop the skills, knowledge, understanding, language and confidence to maintain good mental health and seek help, as needed, for themselves or others.

Referrals and Signposting Support

Where a referral to specialised services i.e. Forward Thinking Birmingham is required, this will be managed by the Safeguarding team, in liaison with parents/carers and, where appropriate, the school nurse and/or the student's GP.

The WBT will ensure that staff, students and parents/carers are aware of relevant sources of support within school and in the local community.

The WBT will display relevant sources of support via the website, newsletters and in communal areas. They will advertise workshops and drop-ins. The WBT will ensure sources of support are made known to students through the curriculum, assemblies and one-to-one conversations.

Warning Signs

If school staff observe warning signs which may indicate a student is experiencing mental health or well-being difficulties, this must be referred to the WBT.

Warning signs may include:

- Physical signs of harm that are repeated or appear non-accidental;
- Changes in eating/sleeping habits;

- Increased isolation from friends or family, becoming socially withdrawn;
- Changes in activity and mood;
- Lowering of academic achievement;
- Abusing drugs or alcohol;
- Expressing feelings of failure, uselessness or loss of hope;
- Changes in clothing – e.g. long sleeves in warm weather;
- Secretive behaviour;
- Skipping PE or getting changed secretly;
- Repeated physical pain or nausea with no evident cause;
- An increase in lateness or absenteeism.

However, if there is safeguarding concern this must be referred to the DSL team.

Suicidal ideation and self-harm

If a student expresses suicidal thoughts or an intention to self-harm, even indirectly, such as stating “I don’t want to be here”, this must be taken seriously. The student should not be allowed to leave your supervision until a member of the DSL team or SLT has taken over.

Managing disclosures

If a student chooses to disclose concerns about their own mental health or that of a friend to a member of staff, the member of staff must remain calm, supportive and non-judgemental. Staff should listen, rather than advise, only asking open questions, if needed, for clarity.

Any disclosure must be referred to the WBT.

Confidentiality

All disclosures and concerns will be treated with the appropriate degree of confidentiality and details will not be discussed widely. Staff, however, cannot keep secrets.

Working with parents/carers

Unless there is a safeguarding reason not to contact parents/carers, they will always be informed if there is a concern regarding a student’s mental health or well-being. To safeguard the student, parents/carers will be informed even in this is against the wishes of the student.

Training

All staff will receive training about recognising and responding to mental health issues as part of their annual safeguarding training. In addition, staff will receive additional training about specific mental health and well-being issues throughout the year.

Individual WBT members undertake training to update knowledge and skills, and this is shared with members of the team.

The Link Governor for Mental Health is Mrs Angela Gilbride.

Policy Review

This policy will be reviewed every two years.