



Well-being Policy

Committee:	Trust Board	
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Mental health is defined as a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

(World Health Organisation)

Aims

We aim to promote positive mental health for every member of staff and pupil within the Multi Academy trust using five key areas. These five areas are:

- Connect- with people around you. Family and friends.
- Be Active – Exercise makes you feel good.
- Take Notice- Be aware of the world around you and what you are feeling.
- Keep learning – Learning new things will make you more confident as well as being fun.
- Give – doing something nice for someone can be incredibly rewarding and creates connections

We aim to develop both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable students. In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. By developing and implementing practical, relevant and effective mental health policies and procedures, we can promote a safe and stable environment for pupils affected both directly and indirectly by mental ill health.

This policy is intended to encourage staff and pupils to take ownership of their own positive mental health and aims to provide guidance. This policy should be read in conjunction with our First Aid and Medical Care policy in cases where a student's mental health overlaps with or is linked to a medical issue and the SEND policy where a student has an identified special educational need.

This Policy Aims to:

- Encourage staff and pupils to take ownership of their positive mental health
- Promote positive mental health
- Alert staff to early warning signs of mental health
- Provide support to staff working with young people with mental health issues
- Provide support to pupils suffering mental ill health and their peers and parents/carers
- Promote awareness of positive mental health
- Provide signposting to support staff suffering from mental ill health

Lead members of staff

While all staff have a responsibility to promote the mental health of students, the Mental Health Lead within the Multi-Academy Trust/ Academy are Sabah Qayum (Grove), Emma Harrison (Hamilton) and Dionne Wiltshaw (Northwood)

We also have a named mental health first aider: Emma Harrison (Hamilton)

Identification and Individual care plans

Children identified with a mental health need will be entered onto the SEND register under the category Social, Emotional and Mental Health need. Children with a SEMH need will be supported according to their needs through either a pupil passport, positive behaviour plan or individual care plan in conjunction with the SEND policy that will highlight the support they receive and the agencies involved. They will be supported via the 'assess, plan, do review' process in line with the SEND policy in order to provide the correct support.

Any member of staff who is concerned about the mental health or wellbeing of a pupil should work closely with the parents/ carers and speak to the mental health lead in the first instance. If there is fear that the pupil is in immediate harm then the normal child protection procedures should be followed, with an immediate referral to the designated child protection officer. If a pupil presents a medical emergency then the normal procedures for medical emergencies should be followed, including letting the first aid staff know and contacting the emergency services.

Warning signs and Disclosures

The general school environment aims to promote children's self-esteem and make them feel safe. Staff may become aware of warning signs, which indicate pupils are experiencing mental ill health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the school mental health lead.

If a pupil chooses to disclose concerns about their own mental health or that of a friend to any member of staff, the staff member's response should be should always be calm, supportive and non-judgmental. Staff should listen and not advise and their first thoughts should be of the pupil's emotional and physical safety rather than exploring 'Why?' Safeguarding principles should be followed in relation to a disclosure and staff should not promise that they could keep the child's disclosure a secret. Parents should be informed. If the child gives underlying reasons to believe there may be child protection issues, in this instance parents should not be informed but the designated safeguarding officer must be informed immediately.

All disclosures should be recorded on the child's individual CPOMS file and should include the staff members name, date, time, main points of the conversation and agreed next steps.

While ill mental health will present itself differently in different people, possible warning signs may include:

- Physical signs of harm that are repeated or 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
- Talking or joking about self-harm or suicide
- Abusing drugs or alcohol

- Expressing feelings of failure or useless or loss of hope.
- Secretive behaviour
- An increase in lateness or absenteeism.
- Getting changed secretly or wearing clothes not appropriate for weather, e.g. long sleeves in the warm weather.

Mental Health Awareness

The school holds focus days such as 'Good to be me Day' to raise awareness of disabilities, importance of exercise and other such events such as.

The school is always looking for opportunities to encourage the five ways to wellbeing through the curriculum and wider school opportunities for example magic breakfast, mindfulness meditation, assemblies, the worry monster and forest schools. Children are encouraged to participate in wider school life and extra-curricular activities that school offers.

Children are taught the skills and knowledge needed to keep themselves safe and happy, physically and mentally as part of the PHSE curriculum. Staff will also regularly highlight support to students within wider parts of the curriculum.

School also recognises the importance of the role of the parent and aim to engage with them to encourage a positive mental wellbeing for themselves and children through various ways such as information evenings, parent forum, and social media. School also aims to support parents in knowing who to talk to, if they have concerns about their child.

As part of the holistic support that the school offers, parents may be offered support through the Early Help Process.

There is also a Mental Health Trial Blazer Team based at Grove Academy who will be working with the Local Authority and the Trust to develop further support in the area of positive mental health.

Training

As a minimum, all staff will receive regular training about recognising and responding to mental health issues as part of regular child protection training, in order to enable them to keep pupils safe. The MindEd learning portal provides free online training suitable for all staff wishing to know more about a specific issue.

Training opportunities for staff who require more in depth knowledge will be considered as part of the school's performance management process. Additional CPD will be supported throughout the year where it has become appropriate due to developing situations with one or more pupils. Where the need to do so, the school will plan in twilight and staff meeting sessions for all staff, to promote understanding and awareness.

Sign posting

The Trust purchases Well-Being Insurance to all staff and they can access support through their on line account.

Where appropriate parents, pupils, staff, volunteers and governors will be signposted to information of support.

Some of the signposted support is outlined below.

Local support includes

- CAMHS - <https://www.camhs-stoke.org.uk/> Tel: 0300-123-0907
- North Staff Mind - <http://nsmind.org.uk/> Tel: 01782 262100
- Dove - www.thedoveservice.org.uk Tel: 01782 683155
- Crisis team at the Harplands - <https://combined.nhs.uk/our-services/adult-inpatient/> Tel: 0300 123 0907
- **Further support**
- Mind Infoline : 03001233393 Text: 86463
- NSPCC - www.nspcc.org.uk Tel: 0808 800 5000
- Anxiety UK - www.anxietyuk.org.uk Tel: 08444 775 774
- Carers Trust - www.carer.org Tel: 08008 808 7777
- Bereavement Advice Centre - www.bereavementadvice.org Tel: 0800 634 9494