



Mental Health and Wellbeing Policy

Policy Statement

At Spa Bermondsey, we are committed to supporting the emotional health and wellbeing of our pupils and staff.

We know that mental wellbeing is as important as physical wellbeing and we ensure that all members of our school community get the support they need, when they need it. We know that autistic people may have specific challenges around maintaining good mental health and we work hard to ensure these needs are identified and met.

We have an ethos of kindness and compassion where everyone is valued.

At Spa we:

- help pupils to understand their emotions and feelings better through the Zones of Regulation
- help pupils have the communication skills needed to share any concerns or worries
- help pupils socially to form and maintain relationships with a range of people
- promote self-esteem and ensure pupils know that they are important and valued
- help pupils to develop emotional resilience and to manage setbacks

We promote a mentally healthy environment through:

- Promoting our school values and encouraging a sense of belonging
- Promoting pupil voice and opportunities to participate in decision-making
- Celebrating all achievements, both academic and non-academic
- Providing opportunities to develop a sense of worth and resilience
- Access to appropriate support that meets their needs

We pursue our aims through:

- Universal, whole school approaches
- Specialised, targeted support for those in need
- Referrals and signposting to external organisations when specialist help is required

Scope

This policy should read in conjunction with our safeguarding policy, behaviour policy, staff handbook and PSHE policy.

Lead member of staff

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:

- Steph Lea – Designated Safeguarding Lead for the Trust
- Georgina Quigley – Designated Safeguarding Lead
- Anna Kostoglou- Deputy Safeguarding Lead and PSHE Coordinator

Teaching about Mental Health

The skills, knowledge and understanding needed by our students to keep themselves mentally healthy and safe are included as part of our PSHE curriculum. There is a clear, long-term plan, and mental health, resilience and RSE form a key part of this curriculum.

We are members of the PSHE Association and use their recommended resources to teach about mental health and emotional wellbeing issues in a safe and sensitive manner.

All pupils are taught how to use and apply the Zones of Regulation and this language is used across the entire school.

Social Communication lessons are also used to teach about kindness, tolerance and respect.

Targeted support

The school will offer support through targeted approaches for individual pupils or groups of pupils which may include:

- Dance and Movement therapy
- Yoga
- Mindfulness
- Ensuring allocated time with a trusted adult for scheduled, regular check-ins

Signposting

We will ensure that staff, pupils and parents are aware of the support that is available to them both in school and out. This may include:

- The Nest in Southwark <https://www.thenestsouthwark.org.uk/>
- Kooth - <https://www.kooth.com/signup/where-do-you-live>
- Place 2Be <https://www.place2be.org.uk/our-services/>
- CAMHS
- School Nurse Service
- Family Early Help
- Southwark's Local Offer <https://localoffer.southwark.gov.uk/wellbeing/mental-and-emotional-health-services>

Identifying needs

Autistic people are at higher risk of developing poor mental health and we recognise the important role school plays in supporting pupils develop resilience and maintain good mental health. Class

teams report any concerns directly to their assistant head teacher. Lack of engagement, withdrawal, poor attendance and change of mood or presentation can all be indicators that help is required.

Disclosures

If a pupil chooses to disclose concerns about themselves, or a friend, to any member of staff, the response will be calm, supportive and non-judgmental.

All disclosures will be reported in line with our safeguarding policy and after discussion with the DSL should be recorded on CPOMs, including:

- Date
- Name of member of staff to whom the disclosure was made
- Nature of the disclosure and main points from the conversation
- Agreed next steps

Confidentiality

Staff will not promise a pupil that they will keep a disclosure secret – instead they will be open and honest about the limits of confidentiality.

Before sharing information disclosed by a pupil with a third party, the member of staff will discuss it with the pupil and explain:

- Who they will share the information with
- What information they will share
- Why they need to share that information

Staff will attempt to receive consent from the pupil to share their information, but the safety of the pupil is always paramount

Parents/carers will be informed unless there is a child protection concern.

Working with Parents

We have regular contact with all parents at our school via telephone, chats at the school gate, notes in the diary or quick e mails. Our Family Liaison Officer works closely with families and works alongside our Assistant Headteachers to share or identify any concerns.

We have regular parent sessions on a range of issues and with specialist providers. We have mindfulness sessions for families to access via Zoom. We will always share strategies that have been successful at school so they can be used at home.

Working with other agencies

We work closely with:

- School Nurse Team
- CAMHS
- Family Early Help
- Southwark Educational Psychology Service

- SIAS

Staff support

We subscribe to Education Support (08000 856148), giving all staff access to free, confidential support and advice 24 hours a day.

We ensure that staff know who they can speak to at school about support they may need.

All staff have a return-to-work interview with their line manager if absent from work to ensure that any support needs are identified.

We have regular wellbeing staff sessions after school and invite external speakers to share advice and guidance on a regular basis.

A school-wide stress risk assessment is in place and is reviewed at least annually by the SMT. Staff are encouraged to discuss any issues or concerns with their line manager and wellbeing is a standing item for all staff on their mid-year reviews and their performance management reviews.

Our staff Wellbeing Committee is active and meets with the SMT once a term. All members of staff are welcome and encouraged to join the Wellbeing Committee.