



St Matthew's

Church of England Primary Academy

A member of **CDARI**

Mental Health & Wellbeing Policy

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Approved by the Governing Body/Board	Safeguarding Governor Irene Hanson Head-Teacher Mark Mackley

Mission Statement:

St. Matthew's C.E. Primary Academy and Nursery is dedicated to providing an education which enables every child to fulfil their best potential. It seeks to promote academic, emotional and spiritual growth in a Christian environment, welcoming children drawn from diverse cultures.

Vision Statement:

Inspired by Jesus' words (Matthew 5: 1-12), we strive to promote academic, emotional and spiritual growth in a Christian environment for all members of our school family.
We can all '**Be blessed by God, be happy and aspire to be...**'

Aims

Mental health and wellbeing is an important part of the pastoral care of our whole community – this includes both the children/young people in our care as well as our own staff and the families within our community.

This policy sets out our approach to mental health and wellbeing for all parties.

Those experiencing mental health difficulties should not face discrimination and the school are committed to helping to identify these difficulties and supporting people to overcome them.

Links To Other Policies

This policy should be read in conjunction with the Staff Handbook and the following policies:

- PSHE Curriculum
- Appraisal
- Behaviour
- Special Educational Needs
- Safeguarding
- Health and Safety
- Medical Conditions
- Diversity and Equal Opportunities
- Whistleblowing

Ethos

We recognise that everyone will experience mental health difficulties at some point in their lives and have an ethos, which encourages support and respect for both staff and pupils. At our school we have an inclusive ethos, which encourages support and respect for both staff and pupils.

We aim to recognise those in need and will endeavour to support them as best we can, possibly signposting them to others who can help. We do not judge or blame, we act to provide a support network for those experiencing difficulties.

At the same time, we also recognise the importance of taking care of our own mental wellbeing, taking actions and encouraging others to include positive mental activities as part of a healthy lifestyle. Whether this is providing opportunities to talk to others, or take part in activities promoting mental health.

Role of the Mental Health Lead

The school has a designated Lead for Mental Health. They act as a champion for mental health and wellbeing, reporting to the Leadership Team.

Their role is not to necessarily provide interventions, but to have a whole school overview and to coordinate the school's approach to positive mental health and wellbeing.

As endorsed by the Department for Education, they will:

- Oversee the whole school approach to mental health and wellbeing, including how it is reflected in the design of behaviour policies, curriculum and pastoral support, how staff are supported with their own mental wellbeing and how pupils and parents are engaged;
- In liaison with the Pastoral Team support the identification of at risk children and children exhibiting signs of mental ill health;
- Knowledge of the local mental health services and working with clear links into children and young people's mental health services to refer children and young people into NHS services where it is appropriate to do so;
- Coordination of the mental health needs of young people within the school and oversight of the delivery of interventions where these are being delivered in the educational setting;
- Support staff in contact with children with mental health needs to help raise awareness, and give all staff the confidence to work with young people;
- Oversee and monitor the outcomes of interventions, on children and young people's education and wellbeing.

Leadership

The Mental Health Lead reports directly to the Headteacher and meets regularly with them to discuss the provision for staff and pupil mental health and wellbeing. The agenda for these meetings may consist of:

- Staff wellbeing provision and activities
- Pupil wellbeing provision and activities
- Parental engagement provision and activities
- Monitoring of identification and outcomes of pupil interventions
- Monitoring individual support needs (not minuted)
- Policy review (if required)
- Review of Mental Health and Wellbeing Action Plan (if not covered in the points above)

General issues and provision discussions are minuted to provide a formal record; however notes on discussions related to the support of individuals are kept confidential and are not attached to the minutes.

The Mental Health Lead presents a written report for the Governing Body on Mental Health and Wellbeing across the school.

They may also be involved in meetings to support staff or pupils with mental health needs. The Mental Health Lead may also need to review provision as a result of individual mental health needs, even if they are not directly involved in organising the support.

Staff

Supervision

All roles are risk-assessed to determine the level of supervision required. Staff who require supervision, or feel they need it due to their current workload or situation are allocated a supervisor, who is separate from their line management chain to support the emotional impact of their work.

The frequency and duration of supervision is adjusted according to the complexity and caseload of the staff, in addition to other factors, which could affect their mental health.

Supervision sessions are confidential and whilst the supervisor may keep notes to aide their work, these are not reported to line management, unless there is a statutory or safeguarding requirement to do so.

Staff, who are not allocated supervision but who feel they would benefit from the support, should approach their line manager in the first instance, or contact the Mental Health Lead.

Support

As employees, staff who feel they need support are able to access the following services:

- The Education Support Partnership – a free service for all those working in education in the UK, 08000 562 561, <https://www.educationsupportpartnership.org.uk/>
- School Advisory Wellbeing App
- NHS – urgent mental health helpline <https://www.nhs.uk/nhs-services/mental-health-services/where-to-get-urgent-help-for-mental-health/>
- Caritas support

Wellbeing

As employees, staff can access the following wellbeing services and classes:

- School Advisory Wellbeing App
- Request for Supervision from School Advisory Service

Monitoring Arrangements

In addition to regular meetings between the Mental Health Lead, Pastoral Team, Headteacher and Mental Health Governor, staff wellbeing is monitored through an annual anonymous staff survey.

Young People

Identification

Pupils with mental health needs are often identified by those closest to them: their parents or the classroom staff. These concerns are discussed with either the SENDCo or the Mental Health Lead depending on their nature.

Staff all receive training on helping them recognise the symptoms that a mental health difficulty is affecting their daily lives.

Support

This school tailors its support for our children according to their needs. As a school we have access to the following services, provided by ourselves or externally:

- Referral to a child's GP or a paediatrician
- CAMHS
- Mental health charities (e.g. Samaritans, Mind, Young Minds, Kooth)
- Local counselling services
- Nurture groups
- Reduced timetable
- Time-out pass
- Caritas support
- ELSA intervention groups

Wellbeing

As part of our school's commitment to promoting positive mental health and wellbeing for our children we offer the following activities:

- Raising awareness of mental health during assemblies, PSHE time and mental health awareness week
- Signposting all pupils to sources of online support on our school website
- Having open discussions about mental health during lessons
- Providing pupils with avenues to provide feedback on any elements of our school that is negatively impacting their mental health

- Appointing a senior mental health lead with a strategic oversight of our whole school approach to mental health and wellbeing
- Offering pastoral support, e.g. Caritas support, Nest referrals, ELSA and Nurture support
- Making classrooms a safe space to discuss mental health and wellbeing through interventions e.g. each classroom having 'Ask It Baskets'

Monitoring Arrangements

The Mental Health Lead, Headteacher and SENDCo meet regularly to monitor the provision of mental health and wellbeing for pupils.

Raising Concerns

If a staff member has concerns about the mental health of a colleague, they should try and speak to them. If they remain concerned, they are able to talk in confidence to either the Mental Health Lead or their manager.

If someone has a concern about the mental health of a pupil, they should initially speak to their class teacher, the SENDCo or the Mental Health Lead.

Quality of Resources

Whilst each resource is slightly different, we assess the usefulness and quality of tools, support groups, wellbeing provision and other resources using a scoring approach using the Mental Health Resource Quality Assessment:

- What is the resource?
- What is its purpose?
- What do you want to use it for?
- How many people will it be accessible to?
- Is there evidence it will work for that purpose?
- What are the benefit for the people utilising the resource?
- What are the limitations of utilising the resource?
- What is its cost-effectiveness?

Training

As part of the Mental Health and Wellbeing Action Plan, the Senior Leadership Team assess and review the training needs of teaching and non-teaching staff, Governors, Senior Leaders, student teachers, volunteers and others who may be working in our schools.

During the induction process, those who have not received the mental health training identified appropriate to their role will be offered the training at the first available opportunity.

Links to Other Services

As an organisation, we work with the following local and national services:

- CAMHS - 01772 644644
- School Health Team - 0300 247 0040
- NEST - 03001110323
- KOOH
- Mental Health Access Line. 0800 953 0110. Lancashire and South Cumbria NHS Trust
- Crisis support
- Lancashire Mind. 01257 231660
- Healthy Young Minds – 08009530110
<https://www.healthyyoungmindspsc.co.uk/information>
- Key Unlocking Futures - 01772 678979