Achieving Excellence

Document Control Sheet

Document Type	Policy
Document Name	Mental Health & Wellbeing
Originator	Laura Kane
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This document is part of the group which include	Safeguarding, Behaviour for Learning, AntiBullying, Acceptable Use, Exclusions, Policy Statement Additional & Special Education Needs, Drugs' Education, Use of Images, Student Illness, Accident & First Aid, Use of Force, Recruitment, Supporting Children with Medical Conditions, Single Equality Scheme, Searching Screening & Confiscation, Transgender and Health & Safety Policies. Also part of the group which include Safekeeping of Loaned ICT/AV Equipment and Information Risk Management policies.
Equality Act 2010 fully considered	Yes
EIA Form Completed	Yes

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Mental Health & Wellbeing

1. The School has an important role to play in supporting the mental health and wellbeing of our students under a statutory duty to promote the welfare of students as set out in the 'Keeping Children Safe in Education' statutory guidance (Department for Education, September 2023) Whilst it is clear that school staff cannot act as mental health experts and should not try to diagnose conditions, early intervention to identify issues and provide effective support is crucial.

2. **Lead Members of Staff:**

   2.1. Whilst all staff have a responsibility to promote positive mental health and wellbeing, staff with specific responsibilities in The School include:

      2.1.1. Senior Designated Teacher: Child Protection and Safeguarding;
      2.1.2. Designated Senior Lead for Mental Health and Wellbeing;
      2.1.3. Student Support and Progress Team Members (SLT members as appropriate; Year Leaders; Pastoral Manager; Education Support Workers; SENDCo; Learning Leader: Education for Life);
      2.1.4. School Counsellor.
      2.1.5. School Nurse

   2.2. Accordingly, the framework within this policy outlines The School's approach to promoting positive mental health and wellbeing. The framework aims to:

3. **School Community**

   3.1. Encourage young people's involvement within the school community through decision-making, learning activities and peer-led approaches;
   3.2. Engage parents/carers of those young people whose mental health and wellbeing is of concern.

4. **Whole-School Approach**

   4.1. Work together to promote wellbeing and prevent issues;
   4.2. Nurture a supportive learning environment and ethos promoting constructive and supportive relationships between all members of the school community;
   4.3. Deliver preventative programmes and targeted, early intervention responses;
   4.4. Promote staff wellbeing, taking cognisance of the relationship between work and mental health and wellbeing.

5. **Staff Development**

   5.1. Understand risk factors to wellbeing, helping young people develop resilience;
   5.2. Raise staff awareness about mental health and the School's role in early intervention;
   5.3. Base responses on a sound understanding of adolescent development;
   5.4. Support young people in coping with predictable life changes;
   5.5. Keep abreast of new challenges posed by advancing technology.

6. **Targeted Programmes**

   6.1. Deliver high-quality implementation of specific programmes and interventions that support and promote positive mental health and wellbeing;
   6.2. Teach social and emotional skills, attitudes and values through Character and Personal Development Programme.

7. **Targeted Responses and Specialist Pathways**

   7.1. Provide planned interventions on social and emotional skills development for young people in need of support;
   7.2. Use specialist staff to initiate specialist programmes, within a model of collaborative working (See Lead Staff);
   7.3. Provide clear and coherent plans and pathways for identified young people, including the involvement of outside agencies, where appropriate.

8. **Policy and Guidelines**

   8.1. Maintain robust policies and practices on behaviour, anti-bullying, diversity, tackling prejudice and stigma around mental health;
   8.2. Work towards creating parity between the importance of mental health and physical health.