



Midsomer Norton Schools Partnership

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Review: Term 1 annually
LST: TGI

POSITIVE MENTAL HEALTH POLICY

Policy Statement

Mental health is 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 her or his community. (World Health Organization)

At our Trust, we aim to promote positive mental health for every member of staff and all students.

In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. In an average classroom, three children will be suffering from a diagnosable mental health issue. 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 Trust's approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff, governors and Trustees.

This policy should be read in conjunction with our Supporting Pupils with Medical Conditions 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 should be read in conjunction with our Supporting Pupils with Medical Conditions 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 should also be read in conjunction with our Child Protection and Safeguarding policy as well as the 'Keeping Children Safe in Education' (2020) document where clear guidelines on how school staff can support pupils with their mental health are outlined.

The Policy Aims to:

- Promote positive mental health in all staff and students
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of mental ill health
- Provide support to staff working with young people with mental health issues
- Provide support to students suffering mental ill health, their peers and parents or carers

Lead Members of Staff

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

- Designated child protection / safeguarding officer
- Mental health leads or Headteacher
- CPD leads

Any member of staff who is concerned about the mental health or wellbeing of a student should speak to the pastoral team or Headteacher in the first instance, who will then refer as appropriate. If there is a fear that the student is in danger of immediate and/ significant harm, then the normal safeguarding and child protection procedures should be followed with an immediate referral to the designated safeguarding lead. (School staff need to be aware of the local safeguarding procedures for their school). If the student presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting the first aid staff and contacting the emergency services if necessary.

Where a referral to CAMHS is appropriate, this will be led and managed by an identified senior pastoral Lead e.g. Head of Year, Head of House, Pastoral SLT Leader, Headteacher etc.

Teaching about Mental Health

The skills, knowledge and understanding needed by our children to keep themselves and others physically and mentally healthy and safe, are included as part of our developmental PSHE curriculum and, in secondary schools, tutor time programme.

The specific content of lessons will be determined by the specific needs of the cohort we're teaching but there will always be an emphasis on enabling students to develop the skills, knowledge, understanding, language and confidence to seek help, as needed, for themselves or others.

We will follow the [PSHE Association Guidance](#)¹ to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner which helps rather than harms. We will ensure this is age appropriate.

Signposting

We will ensure that staff, students and parents are aware of sources of support within each Trust school and in the local community. This information may be on the website or directly through contact with the school.

We will display relevant sources of support in communal areas and will regularly highlight sources of support to students within relevant parts of the curriculum. Whenever we highlight sources of support, we will aim to state:

- What help is available
- Who it is aimed at
- How to access it
- What is likely to happen

Working with All Parents

Parents are often very welcoming of support and information about supporting their children's emotional and mental health. In order to support parents, we will:

- Highlight sources of information and support for mental health issues.
- Ensure that all parents are aware of who they can talk to, and how to go about this, if they have concerns about their own child or a friend of their child.
- Make our mental health policy easily accessible to parents via the Trust website.
- Share ideas about how parents can support positive mental health in their children through our regular information evenings and through the designated mental health section in newsletter/website where appropriate.
- Keep parents informed about the mental health topics their children are learning about in PSHE and share ideas for extending and exploring this learning at home.

Training

As a minimum, all staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our appraisal process and additional CPD will be supported throughout the year where it becomes appropriate.

Where the need to do so becomes evident, we will host optional twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health.

Suggestions for individual, group or Trust wide CPD should be discussed with the CPD Lead in each Trust School, who can also highlight sources of relevant training and support for individuals as needed.

Staff Wellbeing/Mental Health

The Trust is committed to positive Mental Health of all staff. In the first instance you may wish to discuss your wellbeing with your line manager. If you have concerns regarding a colleague who may be struggling with their mental health please pass on

your concerns to the headteacher. However, the Trust also has an Employee Assistance Programme which is available for those who would like some further support and guidance on positive mental health. Please contact the Trust HR provision for further details.

<https://healthassuredeap.co.uk/>

Annex 1 – Covid-19 Specific Guidance

This guidance is interim safeguarding guidance, it remains under review by the Trust and the Department for Education.

DfE coronavirus helpline

Email: DfE_coronavirushelpline@education.gov.uk

Telephone: **0800 046 8687**

If you have a query about coronavirus (COVID-19), relating to schools and other educational establishments in England contact our helpline. Lines are open Monday to Friday from 8am to 6pm and weekends 10am to 4pm.

If you work in a school, please have your unique reference number (URN or UK PRN) available when calling the hotline.

Distressing life events and negative experiences, such as the current circumstances during school closures can affect children and adult mental health.

All MNSP schools are committed to supporting those who need advice and guidance and will offer provision using the below principles from the Mental Health and Behaviour in Schools November 2018 document:

- **Prevention:** Creating a safe and calm environment where mental health problems are less likely, improving the mental health and wellbeing of the whole school population, and equipping pupils to be resilient so that they can manage the normal stress of life effectively. This will include teaching pupils about mental wellbeing through the curriculum and reinforcing this teaching through school activities and ethos.

Pupils and parents will be notified about school updates via email and letter. Plans for pupils to return will be done so in line with Government guidance. Provision will be made to ensure all parents and pupils feel their child is safe and able to learn whilst at school. Class Teachers/Tutors will deliver additional sessions on mental health through class/tutor time and in assemblies.

- **Identification:** recognising emerging issues as early and accurately as possible; early support: helping pupils to access evidence based early support and interventions; and access to specialist support: working effectively with external agencies to provide swift access or referrals to specialist support and treatment.

The school will deliver training to staff to enable them to identify pupils who may need additional support and what support is available. This information will also be shared with pupils and parents on the school website.

Phone calls by Class Teachers/Pastoral Staff will be made so any issues or concerns can be discussed and support offered.

For more guidance on Mental Health and Behaviour in School please click the link below:

<https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>