



Mental Health Policy

April 2020-21

Passmores Academy

Part of the Passmores Co-operative Learning Community

Policy statement

At Passmores Academy we are committed to supporting the mental health and wellbeing of our students and our staff. Our culture is supportive, caring and respectful. We encourage students to be open and we want each student to have their voice heard. At our school we know that everyone experiences different life challenges, and that each of us may need help to cope with them sometimes. We understand that anyone and everyone may need additional emotional support. At our school, positive mental health is everyone's responsibility. We all have a role to play.

Policy Scope

This policy is a guide to all staff, including teaching staff, governors, and non-teaching staff. It outlines our approach to promoting student mental health and wellbeing. It should be read and understood alongside our other relevant school policies.

Policy Aims

The aim of our policy is to demonstrate our commitment to the mental health of our students and staff.

At our school we will:

- Help students to understand their emotions and experiences better
- Ensure our students feel comfortable sharing any concerns or worries
- Help students to form and maintain relationships
- Encourage students to be confident and help to promote their self-esteem
- Help students to develop resilience and coping strategies

We will promote a healthy environment by:

- Promoting positive mental health and emotional wellbeing in all students and staff
- Celebrating both academic and non-academic achievements
- Promoting our school values and encouraging a sense of belonging and community
- Providing opportunities to develop a sense of worth and to reflect
- Promoting our students' voices and giving them the opportunity to participate in decision making
- Celebrating each student for who they are and making every student feel valued and respected
- Adopting a whole school approach to mental health and providing support to any students that need it
- Raising awareness amongst staff and students about mental health issues and their signs and symptoms

- Enabling staff to respond to early warning signs of mental-ill health in students
- Supporting staff who are struggling with their mental health

Key Staff Members

All staff members have a responsibility to promote the mental health of students and each other. However, certain staff members have a specific role in the process. These are:

- The Safeguarding Team: Designated Mental Health Lead
- Pastoral Staff: Heads of Houses and Deputy Heads of Houses
- SEND: Head of SEND, Assistant SENCO's and the SEND Lead Team
- Mental Health First aiders

If a member of staff is concerned about the mental health and wellbeing of a student, in the first instance they should speak to the Safeguarding Team. A concern should be shared in writing, on 'MyConcern.'

If a child presents as a medical emergency then relevant procedures will be followed, including involving the emergency services if necessary.

Teaching About Mental Health

Our tutor time, i-Future and Aspire Day curriculums are developed to give students the skills, knowledge and understanding they need to keep themselves mentally healthy. This includes resilience techniques and training.

We will regularly review our curriculum content to ensure that they're meeting the aims outlined in this policy.

Support at School and In the Local Community

We have a range of support available in school for any student struggling, as listed below:

- Designated Mental Health Lead support
- Tutor support
- Bee Hive coaching support
- Mentoring
- Counselling – face to face
- The Trailblazer project
- Referrals to online counselling
- Butterfly project
- STEP team support
- Action for family carers
- Essex Young Carers

- School Nurse
- Power Project

There are also a lot of support networks available for students in the local community. This includes places such as:

- EWMHS
- YCT
- Family Solutions
- Social Care
- Healthy Minds
- Mind

Identifying needs and warning signs

All of our staff will be trained in how to recognise warning signs of common mental health problems. This means that they will be able to offer help and support to students who need it, when they need it. These warning signs will always be taken seriously and staff who notice any of these signs will communicate their concerns using 'MyConcern.'

Staff will be able to identify a range of behaviour and physical changes, including:

- Physical signs of harm
- Changes in eating and sleeping habits
- Increased isolation from friends and family and becoming socially withdrawn
- Changes in mood
- Talking and/or joking about self-harm and/or suicide
- Drug and alcohol use
- Feelings of failure, uselessness and loss of hope
- Secretive behaviour
- Clothing unsuitable for the time of year e.g. a large winter coat in summer
- Negative behaviour patterns e.g. disruption

Staff will also be able to identify a range of issues including:

- Attendance and absenteeism
- Punctuality and lateness
- Changes in educational attainment and attitude towards education

- Family and relationship problems

Managing Disclosures

If a student discloses concerns about themselves or a friend, to any member of staff, then all staff will respond in a calm, supportive and non-judgemental manner. All disclosures will be recorded on 'MyConcern.'

Whole School Approach

We take a whole school approach towards the mental health of our students. This means working with parents and carers and with other agencies and partners, where necessary.

Working with Parents and Carers

We aim to support parents and carers as much as possible. This means keeping them informed about their child and offering our support at all times. To support parents and carers, we will:

- Highlight sources of information and support about mental health and emotional wellbeing that we have in our school
- Ensure that parents and carers are aware of who to talk to if they have any concerns about their child
- Give parents and carers guidance about how they can support their child/children's positive mental health
- Ensure this policy is easily accessible to parents and carers .

Training

All staff will receive regular training in child mental health so that they can recognise and respond to mental health issues. This will form part of their regular safeguarding training and is a requirement to keep children safe.

Policy Review

This policy will be reviewed every year. This is so that it remains up to date, useful and relevant. We will also regularly review it in accordance with local and national policy changes.

The Local Governing policy approved this policy on 28th April 2020.