**St Thomas’ CE Mental Health and Wellbeing Policy**

**Definition of Mental Health and Wellbeing**

We use the World Health Organisation’s definition of mental health and wellbeing

*“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”.*

**Why we have a policy for mental health and Wellbeing**

It is clear from statistics that mental health issues amongst children, families and school staff are prevalent and will be having an impact on a whole school community. This will undoubtedly be the case at St Thomas’ and for this reason we need to do our best as a whole community to address these issues as far as we possibly can.

In our school our Christian vision shapes all we do and all that we are.

Jesus said;

“I have come so that you might have life, life in all its fullness.” (John 10:10)

We endeavour to help everyone involved in our school community to be able to have life in all its fullness. This means not only equipping them with the skills and information to make informed choices about how they lead their lives but also in providing a caring, loving and supportive environment that allows each individual to develop personally and professionally. We really do aim to love our neighbour.

**Aims of this Policy**

This policy sets out:

* How we promote positive mental health across the whole school community.
* How we prevent mental health problems for adults and children
* How we identify and support children and adults with mental health needs.

How we train and support all staff to understand mental health issues and spot early warning signs to help prevent or address mental health problems

* Where parents, staff and children can get further advice and support.

**Lead Members of Staff**

Any member of staff who is concerned about the mental Health or wellbeing of a child or adult should speak to the mental health lead in the first instance. If there is a fear that the pupil is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the Designated Safeguarding Lead. If the person 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.

Karen Morris – Headteacher Designated Safeguarding Lead

Paul Campen – Junior Deputy Designated Safeguarding lead

Louise Loynes – Infant Deputy Designated Safeguarding Lead

Adie Gallagher – Lead First Aider

Emma Boardman – Senior Learning Mentor and Restorative Approaches Champion

Natalie Wood – SEND Lead

Hannah Gibbs – PSHE Lead

**The Strategy**

Our approach to Wellbeing and mental health is based on the Stockport model which is the same one used by Stockport CAMHS.

The Stockport whole school approach is not about staﬀ in education settings becoming mental health experts but instead understanding their responsibility to make a positive impact on children and young people’s emotional wellbeing and also the wellbeing of the whole school community.

**The iThrive Model**

The strategy looks at four diﬀerent areas of need, based on the **iThrive** model which is used in Stockport’s mental health services:

Thriving

Creating a school environment which enables everyone to ‘thrive’

This strategy will enable pupils, staﬀ and parents to **‘thrive’** by

• Enabling people to become emotionally healthy, conﬁdent and resilient

• Reducing risk taking behaviour and minimising harm

• Giving people the knowledge and skills to seek out support

• Oﬀering a structured PSHE programme

Coping

Ensuring that pupils, staﬀ and parents / carers are able to ‘cope’ at school - i.e. self-care is well promoted and resources are readily available to support people to look after their own wellbeing needs. Implementation of this strategy will support pupils, staﬀ and parents to **‘cope’** by:

• Oﬀering a range of self-help materials and signposting to services, as needed

• Promoting a safe, nurturing environment and positive behaviours

• Oﬀering one-oﬀ / short term support from pastoral staﬀ

• Oﬀering a structured PSHE programme and utilising training and programmes oﬀered in Stockport, e.g. LLTTF, Seasons for Growth

Getting Help

Ensuring that help and support are readily and easily available when required, mainly through on-site support. Implementation of this strategy will support pupils, staﬀ and parents to **‘get help’** by:

• Providing access to in-setting support, such as school nursing and in-house

counselling

• Referring pupils to Primary Jigsaw as needed

• Via the school nurse or GP, referring pupils to Healthy Young Minds as needed

• Signposting staﬀ and parents to services as appropriate + referring staﬀ to counselling/

therapy services as appropriate

Getting More Help and Getting Risk Support-

For those members of the school community who require extensive support, the school can facilitate referral; liaise with treatment providers to ensure a consistent approach; support reintegration into school and will comply with all relevant safeguarding procedures. Implementation of this strategy will support pupils to **‘get more help’** and / or **‘get risk support’** by:

• Supporting pupils to access specialist services as required

• Supporting pupils to reintegrate into their setting’s population after times of illness / attendance at alternative educational provision

• Having clear referral pathways with specialist services

• Having clear safeguarding and recording procedures in place and Having eﬀective systems for liaising with Healthy Young Minds, School Nursing, other specialist services, pupils and parents.

**Disclosures by children and confidentiality**

A pupil may choose to disclose concerns about themselves or a friend /parent/carer to any member of staff so all staff need to know how to respond appropriately to a disclosure

If there is a concern that a pupil is in danger of immediate harm then the School’s child protection procedures are followed. If there is a medical emergency then the School’s procedures for medical emergencies are followed.

We recognise how important it is that staff are calm, supportive and non-judgemental to children who disclose a concern about themselves or a friend. The emotional and physical safety of our children is paramount and staff listen rather than advise. Staff make it clear to children that the concern will be shared with the Safeguarding Lead and recorded, in order to provide appropriate support to the pupil.

All disclosures are recorded and held on the school CPOMS system, including date, name of pupil and member of staff to whom they disclosed, summary of the disclosure and next steps.

The information should be shared with the Headteacher and the Mental Health/Wellbeing lead via the CPOMS alerting system.

**Working with All Parents**

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

* Highlight sources of information and support about common mental health issues on our school website
* Ensure that all parents are aware of who to talk to, and how to get 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
* Share ideas about how parents can support positive mental health in their children through our regular information evenings
* 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

**Where to get information and support**

*For support on specific mental health needs*

Anxiety UK [www.anxietyuk.org.uk](http://www.anxietyuk.org.uk/)  OCD UK [www.ocduk.org](http://www.ocduk.org/)

Depression Alliance [www.depressoinalliance.org](http://www.depressoinalliance.org/)

Eating Disorders [www.b-eat.co.uk](http://www.b-eat.co.uk/) and [www.inourhands.com](http://www.inourhands.com/)

National Self-Harm Network [www.nshn.co.uk](http://www.nshn.co.uk/)

[www.selfharm.co.uk](http://www.selfharm.co.uk/)

Suicidal thoughts [Prevention of young suicide UK – PAPYRUS:](https://www.papyrus-uk.org/) [www.papyrus-uk.org](http://www.papyrus-uk.org/)

*For general information and support*

[www.youngminds.org.uk](http://www.youngminds.org.uk/) champions young people’s mental health and

wellbeing [www.mind.org.uk](http://www.mind.org.uk/) advice and support on mental health

problems [www.minded.org.uk](http://www.minded.org.uk/) (e-learning)

[www.time-to-change.org.uk](http://www.time-to-change.org.uk/) tackles the stigma of mental health

[www.rethink.org](http://www.rethink.org/) challenges attitudes towards mental health

**Links to other policies**

This policy links to our policies on Safeguarding, Medical Needs, Anti-Bullying, SEND and Equalities. Links with the School’s Behaviour Policy are especially important because behaviour, whether it is disruptive, withdrawn, anxious, depressed or otherwise, may be related to an unmet mental health need and affects the direct wellbeing of that person and the indirect wellbeing of others in contact with that person.