# Brookfields School
# Pupil mental health and wellbeing policy

At Brookfields School we recognise that positive mental health and wellbeing are essential to the development of thriving and successful pupils. It is therefore vital to our aims as an organisation that we provide high quality mental health and wellbeing support.

This policy sets out our commitment to monitoring and improving the wellbeing of our pupils. It sets out some of the ways in which key members of staff take responsibility for the school's approach to promoting positive mental health and wellbeing. It also describes our process for identifying and responding to mental ill health, and the support we make available to all pupils.

This policy is drafted by the Headteacher in consultation with staff representatives that make up the Wellbeing Forum and reviewed by the governing body annually.

## 1. Aims

We aim to ensure that our school:

- reduces the stigma attached to mental health issues and promotes positive wellbeing in all pupils
- provides a secure environment that encourages openness and trust
- can respond effectively to concerns about pupils' mental health
- embeds the skills pupils need to make good decisions about their own mental health and wellbeing
- offers comprehensive pastoral and medical support that is accessible to all pupils.

## 2. Roles and responsibilities

**The school's designated lead for mental health and wellbeing is the headteacher and is responsible for:**

- coordinating the school's approach to promoting positive mental health and wellbeing
- providing all members of staff with the knowledge and skills they need to identify signs of mental ill health in pupils
- building strong working relationships with child and adolescent mental health services and other external partners
- reporting to the academy council on the school's wellbeing policy and programmes
- working with the senior leadership team (SLT), academy council, school staff, parents and pupils to create an environment where everyone feel safe, supported and motivated.

- reviewing this policy on a regular basis, ensuring that it is developed in consultation with pupils, parents and members of staff
- ensuring that staff are equipped with the appropriate training to support pupils in mental health and wellbeing
- listening to the views of pupils and making sure that they have opportunities to contribute to the decision-making process
- ensuring that the school shares information on mental health with all pupils.

The headteacher implements these responsibilities with the support of appropriate members of the senior leadership team; deputy headteacher and school business manager.

**The designated safeguarding lead is responsible for:**

- keeping detailed records of any significant mental health concerns
- liaising with external services where there are any significant mental health concerns
- acting as a source of support and expertise to the school community.

**All members of school staff are responsible for:**

- treating all pupils with empathy, respect and kindness
- encouraging pupils to disclose concerns or seek help when necessary
- reporting any wellbeing or mental health concerns to the school's designated lead for mental health and wellbeing.

**Examples of good practice may include:**

- organising whole-school or year group activities to discuss specific mental health and wellbeing issues
- arranging for external speakers to visit and discuss topical issues such as the use of social media
- using key dates such as Mental Health Awareness Week and World Mental Health Day as opportunities to raise the profile of mental health
- holding designated health and wellbeing days, organising activities across the curriculum
- dedicating time to celebrate pupils' academic and extracurricular achievements
- including pupil wellbeing in lesson observation criteria for teaching staff
- incorporating yoga or mindfulness sessions to prepare pupils for a relaxed day
- using displays and bulletins to signpost staff and families to sources of support

## 3. Mental health and wellbeing in the curriculum

The school will commit to promoting physical health and mental wellbeing through in-classroom teaching. In addition teaching the basic steps pupils can take to care for themselves, teachers will put specific emphasis on the skills young people need to overcome setbacks, build resilience and succeed in the face of adversity.

The school's PSHE curriculum will include lessons on mental health and wellbeing, as well as the importance of relationships. To emphasise the benefits of spending time outdoors, pupils will engage in regular Learning outside the Classroom activities such as Educational Visits and using the school grounds.

## 4. Supporting individual pupils

All members of staff will work together to identify and monitor mental health concerns. Open communication between members of staff will help to create a 'first line' in supporting individual pupils and responding to disclosures. Staff will record information accurately and regularly in order to track concerns. This will complement the school's pastoral support work. In addition, SLT and Family Support Worker will meet regularly to discuss any ongoing concerns and make suitable arrangements as required; this includes termly multidisciplinary consultation meetings with CAMHS, PBSS and school.

Staff will be encouraged to look out for:

- Changes in behaviour patterns
- changes in sleeping habits
- disengagement from work or extracurricular activities
- unexpected or disproportionate reactions to ordinary situations
- aggressive or compulsive behaviour
- a drop in academic achievement
- a drop in attendance
- isolation from peers
- dysfunctionality in family life
- talking about self-harm or suicide
- changes in appetite
- changes in clothing / appearance
- any concerning observations / triggers during communication with parents e.g. face to face or through Home-School book.

If a member of staff feels it is appropriate to pass on concerns, they will explain to the pupil who they are going to talk to and what they are going to tell them. All concerns are to be recorded on CPOMS and to alert Sara Ainsworth (HT), Emma Leach (DHT) and Louise Green (FSW).

## 5. Providing a network of support

In addition to supporting individual pupils with mental health and wellbeing concerns, the school will commit to making sure that all pupils can access a cohesive network of pastoral and medical services if required and appropriate. These include:

- Family Support Worker

- School Nursing Team
- CAMHS
- Educational Psychologist
- Art Therapist
- Speech and Language (support in identifying pupil voice)

The school also works closely with Children's Social Care and other health professionals including Halton Health Improvement Team, who are available to pupils and families during or outside of the school day.

The headteacher will identify opportunities for staff training, so that all members of staff feel confident in supporting pupils. Examples of good practice include staff undertaking Mental Health First Aider Training, Counselling courses and SEMH based training.

## 6. Working with families and the community

The school believes that effective mental health and wellbeing support depends on the input of parents, carers and the broader community. Through our parent surveys, family events and via social media we make sure that parents have regular opportunities to inform our approach.

We are also pleased to offer parent information/family learning on topics such as positive behaviour support, communication and stress management. Senior leaders, the Family Support Worker and class teachers are always available to meet parents to discuss any concerns.

## 7. Related policies

This policy should be read in conjunction with policies for:

- anti-bullying
- child protection and safeguarding
- online safety
- personal, social, health and economic (PSHE) education.

## 8. Useful links

- Young Minds is one of the UK's leading charities for children and young people's mental health.
- Place2Be is one of the UK's leading children's mental health charities.
- Mind is the UK's leading mental health charity, offering a great deal of useful information on children's mental health.
- Children's Mental Health Week is an annual opportunity to encourage children, young people and adults to celebrate their uniqueness.
- Child and adolescent mental health services (CAMHS) provide support to children and young people with a wide range of behavioural and emotional issues.

**Signed by**

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| _____ | **Chair of governors** | **Date: .....** |
| _____ | **Headteacher** | **Date: .....** |

**This policy will be reviewed annually**