

Mental Health and Wellbeing Policy



ENDEAVOUR
ACADEMY

Sometimes all we need is a FRESH START

The Vision

Together, *we* aim to develop well rounded, confident and responsible individuals who will aspire to achieve their full potential. Boasting a culture whereby all students and their families are shown compassion and respect, *we* encourage and empower each of them to contribute positively to society, displaying understanding and kindness and to others

We do this by providing a welcoming, happy, safe, and supportive learning environment in which everyone is equal, and all achievements are celebrated and by giving students the skills and confidence to achieve their goals now and in the future.

Document Control

This document is issued, controlled and impact assessed by the Leadership Team.
The latest version of the procedure will be maintained on the School Website.

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POLICY STATEMENT

KEY DEFINITIONS:

Well-being - is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and ability to manage stress.

Mental Health - includes our emotional, psychological, and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others, and make choices. Everyone has mental health.

Mental Illness - The term mental illness covers a broad range of mental health problems which can involve changes to our thoughts, emotions, behaviours, and relationships with others. Mental illnesses are associated with distress and problems functioning in our day-to-day lives. Mental illness is treatable.

At our school, we are committed to supporting the mental health and wellbeing of our students and staff. Our culture is supportive, caring, and respectful. This policy outlines our approach to promoting a positive mental health culture for all members of our community and the systems in place for those who need additional support. It should be read alongside other relevant school policies.

The aim of this policy is to demonstrate our commitment to the mental health and wellbeing of everyone in our school community. This policy will be reviewed annually and in accordance with national policy changes.

KEY STAFF MEMBERS

Mental Health Lead (MHL) – Lesley Wood – supported by Gillian Setterfield and Emily Thornley both of whom have completed the Senior Mental Health Lead Training for Schools.

The school were fortunate enough to have access to Government funding which allowed for the Senior Mental Health Lead training which equips participants with the knowledge and skills to implement an effective whole school approach which promotes Mental Health and Wellbeing.

The implementation of this policy and the evaluation of its effectiveness is led by our MHL. This role includes oversight of all mental health provisions and interventions, education and training related to mental health and wellbeing and the development of spaces and resources to support mental health and wellbeing. The MHL is supported by other members of the mental health and wellbeing team:

- Designated Safeguarding Leads (DSL) – Kerrie Whelan / Lesley Wood
- Deputy Designated Safeguard Lead – Emily Thornley
- SENDCO – Jonathon Greenall – Assistant – Laura Stock

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- First Aiders for Mental Health (FAMH) – Kerrie Whelan / Lesley Wood / Gillian Setterfield / Emily Thornley
- PSHE / RHSE Lead – Lesley Wood / Laura Rosamond – supported by the Pastoral Team
- Pastoral Team – Lesley Wood / Louise Brewer / Gillian Setterfield / Emily Thornley
- Wellbeing Team – Pastoral Team plus Valerie Cornish and student representatives

In addition to this, there is the expectation that, using the education and support provided by our school, all members of our community will take responsibility for promoting their own mental health and that of others.

In emergency situations relevant procedures will be followed, including involving the emergency services.

WHOLE SCHOOL APPROACH

Our whole school approach is developed and reviewed by our MHL.

We ensure that staff, parents, carers, and pupils have access to knowledge about mental health and wellbeing.

Our approach includes:

- Providing education and training for staff, pupils, and parents
- Making it explicit to all that staff and pupil wellbeing is a priority
- Giving wellbeing the same status as academic achievements
- Reducing the stigma surrounding mental health issues through awareness days / events and through displays, assemblies, and the positive interactions that shape the day-to-day culture of the school
- Developing communities of practice supported by other schools / parents
- Highlighting sources of information in the school for staff, pupils, and parents
- Empowering parents / carers and students to identify issues and seek support with confidence
- Ensuring that staff, students, and parents / carers know who to talk to if they have concerns around mental health or wellbeing
- Providing physical space for staff and children – inside and out
- Providing a calm, relaxed environment
- Promoting MECC (Making Every Contact Count) and Restorative Practices to support healthy relationships
- Ensuring staff are confident to employ nonclinical social models of intervention and are also confident about how and when to signpost to further support
- Promoting successful peer mentoring and regular solution focused circle opportunities for staff
- Establishing effective links with external organisations and professionals

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- Providing the option for staff wellbeing sessions, 1:1 if necessary
- Allowing time for staff to access formal supervision / reflection
- Regularly evaluating the effectiveness of our provision and interventions

SYSTEMS AND PROCEDURES

Anyone in the school community can raise a concern, either about their own or someone else's mental health. The people they need to speak to regarding concerns are clearly publicised for staff, parents, and pupils.

Staff are trained to respond to disclosures about mental health in a calm, supportive and non-judgemental way. All disclosures regarding pupils are recorded confidentially and only shared in line with the Safeguarding Policy or as outlined below.

If there is a concern about the mental health and wellbeing of a pupil:

1. A member of staff arranges a 1:1 talk with the pupil, employs nonclinical social models of intervention as necessary and tells them/their parents where to access support or information.
2. Brief details will be logged of the date, the student and the staff member's name, the main points from the conversation, and agreed next steps via CPOMS.
3. If information needs to be passed on or discussed with other staff members, there will be transparency and openness about: - who will be told - what they will be told - when they will be told - why they need to be told
4. If the member of staff remains concerned, they inform the MHL who will liaise with other members of the team / parents / external agencies as necessary to arrange further interventions or signpost to professional support.
5. If there is an immediate risk of harm, immediate steps would be taken to protect the pupil's safety, and this takes priority over transparency. If necessary, the emergency services will be called.

If there is a concern about the mental health and wellbeing of a member of staff:

1. They can approach a FAMH and arrange a time to meet and discuss issues and concerns, or the FAMH may approach them and ask them if they would like a conversation at a mutually convenient time.
2. After an initial meeting with a member of staff, the FAMH will arrange follow up conversations to offer support as required.

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3. Unless there is a risk of harm to self or others, conversations with the FAMH will remain confidential. If there is an immediate risk to life, appropriate steps will be taken to safeguard the individual including calling the emergency services if necessary.
4. The FAMH will be offered supervision to safeguard their own mental health and wellbeing.

SUPPORT OFFERED AT SCHOOL AND SIGNPOSTING

The support we offer in school for any students or staff who are struggling is listed below:

- Mental Health First Aid
- Therapeutic interventions
- Resilience Programmes of Learning
- Keyworker 1:1 Support
- Family Liaison Support for parent / carer / professionals
- Student Safety Plan
- Social Skills Groups

Where necessary, pupils, parents and staff are signposted to support outside of the school:

School will support with referrals to specialist workers including First Contact, Early Help, The Mental Health Support Team (Piece of Mind), CAMHS, (CRISIS Team in emergencies), Resilience Nurse, School Nurse, EWEL, Education Psychology.

Self Help

Students will be signposted to services such as

www.Kooth.com

www.Youngminds.org.uk

www.childline.co.uk

www.calmharm.co.uk

IDENTIFYING WARNING SIGNS

All staff receive regular training in child mental health so that they can confidently support good mental health and recognise and respond to mental health issues. This will form part of the regular safeguarding training and is a requirement to keep children safe. Training records will be held in staff files.

All staff will be trained in how to recognise warning signs of common mental health problems. These warning signs will always be taken seriously and staff who notice any of these signs in pupils will communicate their concerns with the MHL and DSL as appropriate.

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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 abuse
- 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

Staff will be well placed to identify any additional needs arising from difficulties that may impact a child's mental health and wellbeing, such as bereavement, health difficulties, being neuro-atypical or diagnoses of having a learning difficulty.

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The school's Pastoral Newsletters have a focus on Mental Health and Wellbeing and always include the Mental Health and Emotional Support contact Details for both adults and young people.

Mental Health & Emotional Support
for children, young people & families in County Durham

This is a **great starting point** to help you **access support**

Local Support

- One Point** | 03000 261 111 | www.durham.gov.uk/OnePoint
Advice and practical support across all aspects of family life
- Education & SEND Support** | www.countydurhamfamilies.info
Support for children with special educational needs or disabilities
- Humankind** | 01325 731 160 | www.humankindcharity.org.uk
Health and wellbeing support for LGBT young people (15-24 years)
- Investing in Children** | www.investinginchildren.net
A children's rights organisation, creating spaces to be heard
- Rollercoaster Parent Support** | 07377 213 952
Helping parents to support children (0 – 25 years) with emotional or mental health issues
www.rollercoasterfamilysupport.co.uk
- DurhamWorks** | 03000 262 930 | www.durhamworks.info
Supporting 16-24 year olds not in education, employment or training
- Recovery College Online** | www.recoverycollegeonline.co.uk
Educational resources for people experiencing mental issues
- County Durham Together Hub** | 03000 260 260
Support when self-isolating, directory of help and how to volunteer
www.durham.gov.uk/covid19help
- Children's Social Care First Contact** | 03000 267 979
Report a concern about a child's welfare
www.durham.gov.uk/FirstContact
- CAMHS - Single Point of Access** | 03001 239 296
Community mental health teams for children (0 – 18 years)
www.tewv.nhs.uk

- TEWV Crisis line** | 0800 0516 171 | www.tewv.nhs.uk
24 hour service for young people experiencing a mental health crisis
- Durham SEND Information Advice and Support** | 0191 587 3541
Provides information and advice to parents/carers of children with SEND
www.durhamsendinfo.info
- Emotional Health & Resilience Team** | 03000 263 532
Emotional health, advice and guidance for 5 – 19 years
- County Durham Cree Network** | Website Coming Soon!
Support and promote health & wellbeing as part of voluntary sector
- Hub of Hope** | www.hubofhope.co.uk
UK mental health support database (with local options)

National Support

- KOOTH** | www.kooth.com
Free, safe and anonymous support around mental wellbeing for 11 years +
- Anna Freud Centre for Children and Families**
Empowering young people to make informed choices about their mental wellbeing
www.annafreud.org/on-my-mind
- Charlie Waller Memorial Trust** | www.cwml.org.uk
Education resources for young people (16+), families and schools on mental wellbeing
- Headspace** | www.headspace.com
Free tools around mindfulness, meditation, routine and sleep
- NHS Every Mind Matters** | www.nhs.uk/oneyou/every-mind-matters
Resources to support children and young people's mental health
- MindEd** | www.mindedforfamilies.org.uk
Safe and reliable advice about young people's mental health
- Young Minds** | 0808 802 5544 | www.youngminds.org.uk
Helping young people around isolation and gaining support around mental health

- NHS 111** | www.nhs.uk
Get medical help near you
- The Mix** | 0808 808 4994 | www.themix.org.uk
Free, confidential support for under 25 via online, social or mobile
- PAPYRUS** | 0800 068 4141 | www.papyrus-uk.org
Confidential support and advice for young people with thoughts of suicide
- Mermaids** | 0808 801 0400
Supports transgender, nonbinary and gender diverse youth from 18 – 25 years
www.mermaidsuk.org.uk
- Hope Again** | 0808 808 1677 | www.hopeagain.org.uk
Safe place to learn from other young people how to cope with grief and feel less alone
- Student Space** | Text STUDENT to 85258
Support for whatever challenge you're facing regarding mental well-being between 16 – 21 years
www.studentspace.org.uk
- BEAT Youthline** | 0808 801 0711 | www.beateatingdisorders.org.uk
Provides support for children and young people with an eating disorder

Remember your **local school** and **GPs** are **available to help**.
You are not alone, we can get through this **together**.

County Durham
Clinical Commissioning Group

Tees, Esk and Wear Valleys
NHS Foundation Trust

County Durham
Care Partnership

Durham
County Council

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Students are all issued with a safety plan which is referred to regularly within school.

Student Safety Plan

Remember, if you find yourself feeling stressed, anxious or in danger, there are steps you can take to support yourself.

SAFETY FIRST

Take a moment.

- Stop what you are doing.
- Look out of a window.
- Let your shoulders drop.
- Stretch your shoulders back.
- Allow your mind to calm and refocus.

Deep breaths

- Close your eyes.
- Take deep breaths, in and out.
- Think of your favourite place, Focus on that place and picture yourself there.

What can you see?
What can you hear?
What can you smell?
What can you feel around you?

Useful websites

- www.Kooth.com
- www.mindfulnessforteens.com
- www.youngminds.org.uk
- www.harmless.org.uk
- www.nshn.co.uk/downloads/Distractions.pdf
- www.harmless.org.uk
- www.papyrus-uk.org
- www.themix.org.uk

Important Contacts

Designated Safeguard Leads (Safeguarding or welfare concerns) 8:30-4:30
Mrs Wood – 07483135984. Mrs Whelan 07483135983

One Point and Families First 03000261116 / 03000 263139
(you can be directed to any one point hub in County Durham)

First Contact 03000 267979

CAMHS Crisis Team 0191 4415733

"Shout" Crisis Text Service: 85258

NSPCC 0808 800 5000.

Police – Non emergency 101.
999

Emergency Services

This information is shared with parents and carers.

Out of office automated email signpost to relevant supporting agencies when school is closed.

Thank you for your email. Endeavour Academy is now closed.

Below is a list of useful contact numbers for students, parents and carers should you require help / advice outside of school hours.

Police: 101 (Non Emergency)
Emergency Services: 999
CAMHS Crisis Team: 0191 441 5733
Social Services: 03000 267 979
Family Lives: 0808 800 2222
One Point: 03000 261 111
Covid Help Line: 119

Kind regards
(Name)

There is a separate Policy for Self-Harm with associated guidance for students, their parents and carers.