



Policy

Mental Health and Emotional Wellbeing Policy

To be tabled at Academy Governance Committee for Approval

Date Tabled:

September 2025

Review Date:

Autumn 2027

'While we have time let us do good to all'.

(Galatians 6:10)

Harris CofE Academy

Mental Health and Emotional Wellbeing Policy

Contents

- 1.0 Policy Statement
- 2.0 Scope
- 3.0 Policy Aims
- 4.0 Key Staff Members
- 5.0 Individual Care Plans
- 6.0 Teaching about Mental Health
- 7.0 Signposting
- 8.0 Sources or support at school and in the local community
- 9.0 Warning signs
- 10.0 Targeted support
- 11.0 Managing disclosures
- 12.0 Confidentiality
- 13.0 Whole School Approach
 - 13.1 Working with Parents/Carers
 - 13.2 Supporting Parents/Carers
- 14.0 Support Peers
- 15.0 Training
- 16.0 Policy Review

1.0 Policy statement

At *Harris CofE Academy* we are committed to promoting positive mental health and emotional wellbeing to all students, their families and members of staff and governors, because *'While we have time let us do good to all'*, (Galatians 6:10). Our open culture allows students' voices to be heard, and through the use of effective policies and procedures we ensure a safe and supportive environment for all affected - both directly and indirectly - by mental health issues.

2.0 Scope

This policy is a guide to all staff – including non-teaching and governors – outlining *Harris CofE Academy* approach to promoting mental health and emotional wellbeing.

It should be read in conjunction with other relevant school policies.

3.0 Policy Aims

- Promote positive mental health and emotional wellbeing in all staff and students.
- Increase understanding and awareness of common mental health issues.
- Enable staff to identify and respond to early warning signs of mental ill health in students.
- Enable staff to understand how and when to access support when working with young people with mental health issues.
- Provide the right support to students with mental health issues, and know where to signpost them and their parents/carers for specific support.
- Develop resilience amongst students and raise awareness of resilience building techniques.
- Raise awareness amongst staff and gain recognition from SLT that staff may have mental health issues, and that they are supported in relation to looking after their wellbeing; instilling a culture of staff and student welfare where everyone is aware of signs and symptoms with effective signposting underpinned by behaviour and welfare around school.

4.0 Key staff members

This policy aims to ensure all staff take responsibility to promote the mental health of students, however key members of staff have specific roles to play:

- | | |
|--------------------------------|----------------------|
| • SLT | ▪ SENCO |
| • Heads of Year | ▪ Mental Health Lead |
| ▪ Designated Safeguarding Lead | ▪ PSHE Coordinator |

If a member of staff is concerned about the mental health or wellbeing of student, in the first instance they should speak to the **Designated Safeguarding Lead**, and raise on CPOMS.

If there is a concern that the student is high risk or in danger of immediate harm, the school's child protection procedures should be followed and the DSL informed.

If the child presents a high risk medical emergency, relevant procedures should be followed, including involving the emergency services if necessary.

5.0 Individual Care Plans

When a pupil has been identified as having cause for concern, has received a diagnosis of a mental health issue, or is receiving support either through Rise or another organisation, it is recommended that an Individual Care Plan and or risk assessment should be drawn up and stored on Bromcom. The development of the plan should involve the pupil, parents, and relevant professionals. For students suffering from depression they should be screened by SENCO to see if additional time or additional breaks is required for exams.

Suggested elements of this plan include:

- Details of the pupil's situation/condition/diagnosis
- Special requirements or strategies, and necessary precautions
- Medication and any side effects
- Who to contact in an emergency
- The role the school and specific staff

6.0 Teaching about mental health

The skills, knowledge and understanding our students need to keep themselves - and others - physically and mentally healthy and safe are included as part of our PSHE curriculum.

We will follow the guidance issued by the PSHE Association to prepare us to teach about mental health and emotional health safely and sensitively.

<https://www.pshe-association.org.uk/curriculum-and-resources/resources/guidance-preparing-teach-about-mental-health-and-emotional-wellbeing>. Incorporating this into our curriculum at all stages is a good opportunity to promote students' wellbeing through the development of healthy coping strategies and an understanding of students' own emotions as well as those of other people.

Additionally, we will use such lessons as a vehicle for providing students who do develop difficulties with strategies to keep themselves healthy and safe, as well as supporting students to support any of their friends who are facing challenges. **See Section 14 for Supporting Peers**

7.0 Signposting

We will ensure that staff, students and parents/carers are aware of the support and services available to them, and how they can access these services.

Within the school (noticeboards, toilets etc.) and through our communication channels (newsletters, websites), we will share and display relevant information about local and national support services and events.

The aim of this is to ensure students understand:

- What help is available
- Who it is aimed at
- How to access it
- Why should they access it
- What is likely to happen next

Staff suffering from mental health issues will be offered support through our Employee Assistance Programme and signposted to relevant agencies. Employee Assistance Programme offers free counselling sessions to employees and their families.

8.0 Sources or support at school and in the local community

School Based Support –

We aim to train all classroom staff in Mental Health First Aid.

Staff have had additional trauma informed training, to ensure that they are supporting our most vulnerable students correctly

1:1 Tutor Support

- All tutors will provide pastoral support for students and will prioritise students who are disadvantaged, send or struggling with their mental health.

1:1 Mentoring Pastoral Team

- Support for all students who are dealing with a difficult situation, friendship groups or academic life.
- Pastoral staff have also had additional training in specific areas, such as anger management, self-harm, eating disorders and safeguarding referrals.
- It is aimed at all students with low level concerns
- It is accessed via a referral from HOY

1:1 Support from Chaplain

- Support for students who are dealing with difficulties including bereavement.
- It is aimed at all students who identify a need
- It can be accessed via a self-referral or a referral from any member of staff

1:1 Counselling session via in house Counsellor

- Support for students who are dealing with a low level need or suffering from a diagnosed mental illness.
- Students on waiting lists for CAHMS and not receiving external support
- It is aimed at students with low level needs or early intervention
- It is accessed via a referral from the SENCO or DSLs
- We provide Warwickshire support through <https://cwrise.com/mhst/>

Specific Group Session on topics like resilience/self esteem

- Support for identified students with specific needs
- It is aimed at students with identified need

1:1 Specialist support via external agencies

Guys Gift

Rugby Youth for Christ

Rosa

Barnados

CAHMS

Connect 4 Health

Access for key students to:

Wellbeing Hub

Nuture

Gardening Club

Music Therapy

Support via SSP for holiday periods

Local Support

In Rugby, there are a range of organisations and groups offering support, including the **RISE partnership**, a group of providers specialising in children and young people's mental health wellbeing. These partners deliver accessible support to children, young people and their families, whilst working with professionals to reduce the range of mental health issues through prevention, intervention, training and participation. Rugby MIND also offer workshops and sessions for young people and parents who are struggling.

<https://www.covwarkpt.nhs.uk/>

9.0 Warning Signs

Staff may become aware of warning signs which indicate a student is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should alert ***-the Designated Safeguarding Lead.***

Possible warning signs, which all staff should be aware of include:

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating / sleeping habits

- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Talking or joking about self-harm or suicide
- Abusing drugs or alcohol
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Skipping PE or getting changed secretly
- Lateness to, or absence from school
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

10.0 Targeted support

We recognise some children and young people are at greater risk of experiencing poorer mental health. For example, those who are in care, young carers, those who have had previous access to RISE, those living with parents/carers with a mental illness and those living in households experiencing domestic violence.

We work closely with school nurses and their teams in supporting the emotional and mental health needs of school-aged children and are equipped to work at community, family and individual levels. Their skills cover identifying issues early, determining potential risks and providing early intervention to prevent issues escalating.

We ensure timely and effective identification of students who would benefit from targeted support and ensure appropriate referral to support services by:

- Providing specific help for those children most at risk (or already showing signs) of social, emotional, and behavioural problems;
- Working closely with Warwickshire Children's Services, Rugby Rise and other agencies services to follow various protocols including assessment and referral;
- Identifying and assessing in line with the Early Help Assessment Tool (EHAT), children who are showing early signs of anxiety, emotional distress, or behavioural problems; discussing options for tackling these problems with the child and their parents/carers. Agree an Individual Care Plan as the first stage of a 'stepped care' approach; Providing a range of interventions that have been proven to be effective,
According to the child's needs;
- Ensure young people have access to pastoral care and support, as well as specialist services, including Rise, so that emotional, social and behavioural problems can be dealt with as soon as they occur;

- Provide young people with clear and consistent information about the opportunities available for them to discuss personal issues and emotional concerns. Any support offered should take account of local community and education policies and protocols regarding confidentiality; Provide young people with opportunities to build relationships, particularly those who may find it difficult to seek support when they need it; and the identification, assessment, and support of young carers under the statutory duties outlined in the Children & Families Act 2014.

11.0 Managing disclosures

If a student chooses to disclose concerns about themselves, or a friend, to any member of staff, the response will be calm, supportive and non-judgemental.

All disclosures should be recorded confidentially using CPOMS and passed to the DSL.

12.0 Confidentiality

If a member of staff feels it is necessary to pass on concerns about a student to either someone within or outside of the school, then this will be first discussed with the student. We will tell them:

- Who we are going to tell
- What we are going to tell them
- Why we need to tell them
- When we're going to tell them

Ideally, consent should be gained from the student first, however, there may be instances when information must be shared, such as students up to the age of 16 who are in danger of harm, or any safeguarding concern.

Parents must always be informed, but students may choose to tell their parents themselves. If this is the case, a timescale of 24 hours is recommended to share this information before the school makes contact with the parents/carers. This period will only be given where it does not cause a safeguarding concern.

If a pupil gives us reason to believe that they are at risk, or there are child protection issues, parents should not be informed, but the child protection procedures should be followed and Social Services informed.

13.0 Whole school approach

13.1 Working with parents/carers

If it is deemed appropriate to inform parents there are questions to consider first:

- Can we meet with the parents/carers face-to-face?
- Where should the meeting take place – some parents are uncomfortable in school premises so consider a neutral venue if appropriate.
- Who should be present – students, staff, parents etc.?
- What are the aims of the meeting and expected outcomes?

We are mindful that for a parent, hearing about their child's issues can be upsetting and distressing. They may therefore respond in various ways which we should be prepared for and allow time for the parent to reflect and come to terms with the situation.

Signposting parents to other sources of information and support can be helpful in these instances. At the end of the meeting, lines of communication should be kept open should the parents have further questions or concerns. Booking a follow-up meeting or phone call might be beneficial at this stage.

Ensure a record of the meeting and points discussed/agree are added to the pupil's record and an Individual Care Plan/risk assessment created if appropriate.

13.2 Supporting parents

We recognise the family plays a key role in influencing children and young people's emotional health and wellbeing; we will work in partnership with parents and carers to promote emotional health and wellbeing by:

- Ensuring all parents are aware of and have access to promoting social and emotional wellbeing and preventing mental health problems;
- Highlighting sources of information and support about common mental health issues through our communication channels (website, newsletters etc.);
- Offering support to help parents or carers develop their parenting skills. This may involve providing information or offering small, group-based programmes run by community nurses (such as school nurses and health visitors) or other appropriately trained health or education practitioners; and

- Ensuring parents, carers and other family members living in disadvantaged circumstances are given the support they need to participate fully in activities to promote social and emotional wellbeing. This will include support to participate in any parenting sessions, by offering a range of times for the sessions or providing help with transport and childcare. We recognise this might involve liaison with family support agencies.

14.0 Supporting Peers

When a student is suffering from mental health issues, it can be a difficult time for their friends who may want to support but do not know how. To keep peers safe, we will consider on a case by case basis which friends may need additional support. Support will be provided in one to one or group settings and will be guided by conversations by the student who is suffering and their parents with whom we will discuss:

- What it is helpful for friends to know and what they should not be told
- How friends can best support
- Things friends should avoid doing / saying which may inadvertently cause upset
- Warning signs that their friend needs help (e.g. signs of relapse)

Additionally, we will want to highlight with peers:

- Where and how to access support for themselves
- Safe sources of further information about their friend's condition
- Healthy ways of coping with the difficult emotions they may be feeling

15.0 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 to enable them to keep students safe. All teachers will receive professional Mental Health First Aid Awareness training or equivalent. It is recommended that the Assistant Head for Safeguarding and Wellbeing completes the full Mental Health Champion training.

Training opportunities for staff who require more in depth knowledge will be considered as part of our performance management process and additional Continued Professional Development (CPD) will be supported throughout the year where it becomes appropriate due to developing situations with one or more students.

'While we have time let us do good to all'. (Galatians 6:10)

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

Suggestions for individual, group or whole school CPD should be discussed with Assistant Head for CPD, who can also highlight sources of relevant training and support for individuals as needed.