



Kea School

Emotional Wellbeing and Mental Health of Pupils Policy

Approved by:	Full Governors	Date: 04.10.2021
Last reviewed on:	Autumn Term 2021	
Next review due by:	Autumn Term 2024	
Signed By:		Name:

Policy Statement

Mental health is 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. (World Health Organisation)

We aim to promote positive mental health for staff and pupils. We aim to achieve this by using both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable pupils.

In addition to promoting positive mental health and wellbeing, we aim to recognise and respond to need as it arises. We promote a safe and stable environment for pupils affected both directly, and indirectly by mental health and wellbeing issues.

Scope

This document describes the school's approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff and governors.

This policy should be read in conjunction with our Child Protection & Safeguarding, Behaviour & Anti Bullying policies, our SEND offer and our Staff Wellbeing policy.

The policy aims to:

- Promote positive mental health and wellbeing in all staff and pupils
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of poor mental health and wellbeing
- Provide support to staff working with pupils with mental health and wellbeing issues
- Provide support to pupils suffering mental ill health and their peers and parents/carers

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of pupils. Staff with a specific, relevant remit include:

Katherine Hunkin - Designated Child Protection / Safeguarding Officer
Lorna Drzymala – SENDCO & Mental Health and Emotional Wellbeing Lead
Katherine Hunkin - CPD Lead
Katie Bray - Head of PSHE

Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the SENDCO 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. If the pupil presents a medical emergency then the normal procedures for medical emergencies should be followed.

Where a referral to CAMHS is appropriate, this will be led and managed by Katherine Hunkin or Lorna Drzymala.

Individual Care Plans

An individual care plan is drawn up for any pupil who the school has a concern about or if they have diagnosis relating to their mental health.

Teaching about Mental Health and Wellbeing

Pupils are taught the skills, knowledge and understanding to keep themselves and others physically and mentally healthy and safe are included as part of our PSHE curriculum.

Signposting

We will ensure that staff, pupils and parents are aware of sources of support for mental health and emotional wellbeing.

Warning Signs

School staff are made aware of the possible warning signs that a pupil is experiencing mental health or emotional wellbeing issues:

Possible warning signs 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
- 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
- Abusing drugs or alcohol

Managing disclosures

Staff are trained to know how to respond and act if a pupil makes a disclosure. All disclosures are recorded on CPOMS and shared with the Headteacher or SENDCO.

Confidentiality

If staff need to pass on concerns about a pupil this should be discussed with the pupil. There are certain situations when information must always be shared with another member of staff and/or a parent, particularly if a pupil is in danger of harm. If a pupil gives staff a reason to believe that there may be underlying child protection issues, parents should not be informed. In such circumstances staff will inform the Safeguarding lead.

Working with Parents

It can be shocking and upsetting for parents to learn about their child's issues. If it is appropriate to inform parents, the school will be sensitive in its approach. The school will make parents aware of further sources of support information such as external organisations/agencies and parent helplines. The school will keep a record of parent phone calls or meetings and any agreed next steps to follow. This information will be recorded on CPOMS in the pupil's file.

Supporting Peers

When a pupil is suffering from mental health issues, it can be a difficult time for their friends. Friends often want to support but do not know how. Support will be provided either in one to one or group settings. Pupils will be given information regarding where and how to access support for themselves.

Training

Staff receive training about recognising and responding to mental health issues as part of their child protection and safeguarding training.

Policy Review

This policy will be reviewed every 3 years.