



# Pupil Mental Health and Wellbeing Policy

## Document provenance

This policy was approved by

Education Committee

Date: March 2023

Next Review:

Date: March 2025

*Unless there are legislative or regulatory changes in the interim, this policy will be reviewed every two years. Should no substantive changes be required at that point, the policy will move to the next review cycle*

ELT (Executive Leadership Team) Owner: Director of SEND (Special Educational Needs and Disabilities)

## Related documents:

- E-ACT Staff Mental Health and Wellbeing Policy
- E-ACT Equality and Diversity Policy
- E-ACT Child Protection and Safeguarding Policy
- E-ACT SEND and Learning Policy

## Summary of policy:

This policy outlines how E-ACT Academies will work to promote the positive mental health and wellbeing of all pupils to enable them to flourish.

Academy Mental Health Lead is:	<u>Jessica McDougal</u>
--------------------------------	-------------------------

# Mental Health and Wellbeing Policy

## 1. Introduction and purpose

- 1.1. Within our Academy, we aim to promote positive mental health and wellbeing for our whole Academy community (pupils, staff, parents, and carers), and recognise how important mental health and emotional wellbeing is to our lives, in just the same way as physical health. We recognise that children and young people's mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. All children and young people move up and down the mental health continuum during their Academy career. However, some face significant life events which can seriously impact their emotional wellbeing and can include mental illness.
- 1.2. The Department for Education (DfE) recognises that: "Schools have a role to play in supporting the mental health and wellbeing of children" ([Mental Health and Behaviour in School, 2018](#)). Schools can be a place for all pupils to experience a nurturing and supportive environment that has the potential to develop self-esteem and give positive experiences for overcoming adversity and building resilience. The academy is also a place of respite from difficult home lives and offers, positive role models and relationships, which are critical in promoting the wellbeing of all young people.
- 1.3. The role of the Academy is to ensure that pupils are able to manage times of change and stress, and that they are supported to reach their potential or access help when they need it. We also have a role to ensure that pupils learn about what they can do to maintain positive mental health, what affects their mental health, how they can help reduce the stigma surrounding mental health issues, and where they can go if they need help and support.
- 1.4. The aim is to help develop the protective factors which build resilience to mental health difficulties and to be an academy where:
  - All pupils are valued
  - Pupils have a sense of belonging and feel safe
  - Pupils feel able to talk openly about their problems without feeling stigma or discrimination.
  - Positive mental health is promoted and valued
  - Bullying is not tolerated.

## 2. Scope

- 2.1 This policy applies to all staff, pupils, parents/carers, visitors to the academy and the community.

### 3. Legislation and regulation

#### Definition of mental health

- 3.1. Mental health and wellbeing is defined as *“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 - [http://www.who.int/features/factfiles/mental\\_health/en/](http://www.who.int/features/factfiles/mental_health/en/))
- 3.2. Mental health and wellbeing is not just the absence of mental health problems. We want all our pupils to:
  - feel confident in themselves.
  - be able to express a range of emotions appropriately.
  - be able to make and maintain positive relationships with others.
  - cope with the stresses of everyday life.
  - manage times of stress and be able to deal with change.
  - learn and achieve.
- 3.3. Under the [Equality Act 2010](#) a child or young person with a mental health illness is described as having a mental impairment and therefore a disability. A disability is described in law (the Equality Act 2010) as ‘a physical or mental impairment, which has a long-term (a year or more) and substantial adverse effect on their ability to carry out normal day-to-day activities.’
- 3.4. The Equality Act requires early year’s providers, schools, colleges, other educational settings, and local authorities to:
  - Not directly or indirectly discriminate against, harass, or victimise disabled children and young people;
  - Make reasonable adjustments, so that disabled children and young people are not disadvantaged. This duty is known as ‘anticipatory.’
- 3.5. All academies will operate within the law. The legal framework, statutory guidance, key policies, and government strategies most pertinent to mental health can be found in:
  - The Mental Health Act (2007)
  - Mental Health (Discrimination) Act (2013)
  - The Equality Act 2010
  - The Children and Families Act 2014, Part 3
  - The Special Educational Needs and Disability Regulations 2014
  - The SEND Code of Practice (last updated April 2015)

- Working Together to Safeguard Children (July 2018)
- Keeping Children Safe in Education (September 2022)
- Mental health and behaviour in schools (November 2018)
- Transforming children and young people’s mental health provision: a green paper (last updated July 2018)

#### 4. Policy statement

- 4.1. E-ACT’s three core values are at the heart of all it does and this policy strongly advocates: Partnership working across academies and utilising trust expertise, local, and specialist agencies, as well as a meaningful child centred approach to supporting pupils in line with the MHFA (Mental Health First Aider) England ALGEE framework (‘Team Spirit’); High aspirations and opportunity (‘Think Big’); A commitment to legal compliance and a genuine desire to support *all* children and young people (‘Do the right thing’).
- 4.2. This policy compliments E-ACT’s Mental Health Strategy ASK (Awareness, Support Kindness):
- Awareness – All pupils are taught about mental health and wellbeing through the E-ACT mental health curriculum and raising awareness events.
  - Support – There is a graduated response to support to ensure all pupils receive the support they require.
  - Kindness – Acts of kindness are encouraged, recognised, and celebrated both for personal wellbeing and towards others.
- 4.3. We will ensure that:
- All academies will be proactive in identifying and supporting a child or young person with mental health difficulties, ensuring the pupil is at the centre of all decisions and take into account their feelings, wishes and views.
  - Academies will work closely with the local authority, external agencies, and charitable organisations to ensure appropriate care is accessed to support the pupil.
  - All academies have procedures and professionals in place to enable them to fulfil their duties and to drive a caring and positive wellbeing centred ethos and vision.

#### Support for our Academies

- 4.4. E-ACT has a National Mental Health Lead who leads the mental health strategy

and provides guidance and support to MHFA instructors and any member of staff within the organisation.

### Approach to Positive Mental Health

- 4.5. All academies have a responsibility to promote positive mental health, and to understand about protective and risk factors for mental health (see appendix 1). Some pupils will require additional help and all staff through the Youth MHFA training will have the skills to look out for any early warning signs of mental health problems and ensure that pupils with mental health needs get early intervention and appropriate support. In addition, the Trust also has in place Senior Mental Health Lead Training.
- 4.6. The academies recognise that many behaviours and emotional problems can be supported within the academy environment, or with advice from external professionals. Some pupils will need more intensive support at times, and there are a range of mental health professionals and organisations that provide support to pupils with mental health needs and their families.
- 4.7. All academies will make reasonable adjustments for children and young people experiencing emotional distress and mental health difficulties to support recovery in line with legislation.

### What our academies will do

- 4.8. Academies will designate a member of the senior leadership team to be responsible for overseeing, coordinating, and championing mental health and wellbeing education and provision. The designated mental health lead for the academy is detailed on page 2.
- 4.9. Academies will prepare a mental health and wellbeing action plan. The plan will set out the details regarding the implementation of the E-ACT Mental Health and Wellbeing Policy.
- 4.10. Academies will ensure that all member of staff have access to Youth MHFA training and take responsibility in promoting positive wellbeing and identifying and supporting pupils experiencing mental health difficulties.
- 4.11. Academies will:
  - Provide a safe environment to enable pupils to express themselves and be listened to.
  - Ensure the welfare and safety of all pupils
  - Identify appropriate support for pupils based on their needs.
  - Involve parents and carers when their child needs support.
  - Involve pupils in the care and support they have, ensuring the voice/views of the young person is always taken into account.

- Monitor, review and evaluate the support with children and keep parents and carers updated.
- 4.12. Academies will utilise the MHFA ALGEE framework to support with crisis situations and to inform support process:
- A** - Approach, assess and assist the young person.
  - L** - Listen and communicate non-judgementally.
  - G** - Give support and information.
  - E** - Encourage appropriate professional support.
  - E** - Encourage other supports.
- 4.13. Staff are aware that mental health needs, such as anxiety, might appear as non-compliant, disruptive, or aggressive behaviour which could include problems with attention or hyperactivity. This may be related to home problems, difficulties with learning, peer relationships or development.
- 4.14. Academy staff and the mental health lead will work alongside the SENCo (SEN coordinator) to support identification and the assessment for a pupil to ascertain if they should be identified as 'SEND Support' under the category of Social, Emotional, Mental Health (SEMH) as part of the SEND Code of Practice.
- 4.15. If a pupil has received intensive and/or specialised external mental health professional support, the academy has a duty of care to support pupils and will seek advice from medical staff and mental health professionals on the best way to support children. We will carry out a risk assessment and produce an Individual Care Plan to support children to re-integrate successfully back to Academy.
- 4.16. Academies recognise that when a pupil is experiencing mental health problems it can be challenging for their friends, who often want to help them but are not sure the best thing to do and can also be emotionally affected, therefore appropriate support will be provided.
- 4.17. Academies also recognise the importance of support for parents/carers caring for a young person with a mental health difficulty. Academies operate an open-door policy and will ensure regular communication between home and school. Staff can signpost to additional sources of support outside of the academy through the MHFA resources.
- 4.18. If there is a concern that a pupil is in danger of immediate harm, then the Academy's safeguarding procedures are followed. If there is a medical emergency, then the Academy's procedures for medical emergencies are followed.

## 5. Training

- 5.1. E-ACT has trained Youth MHFA instructors to deliver the two-day youth MHFA training to all members of staff within academies. Training sessions are delivered

throughout the academic year.

## **6. Responsibilities**

The following responsibilities apply in relation to this policy:

- 6.1. Headteachers are responsible for ensuring a member of the senior leadership team is the designated mental health lead within their academy.
- 6.2. The Mental Health Lead is responsible for overseeing, coordinating, and championing mental health and wellbeing education and provision.
- 6.3. MHFA instructors are responsible for supporting academies with meeting the requirements of the Mental Health and Wellbeing policy.
- 6.4. All staff are responsible for promoting positive wellbeing and identifying and supporting pupils experiencing mental health difficulties.
- 6.5. Pupil Mental Health Ambassadors will support in the promotion of positive mental wellbeing.
- 6.6. Trustees and the Executive Leadership Team have overall responsibility for the implementation and approval of this policy.

## **7. Monitoring and compliance**

7.1 The National Lead for Mental Health and Education Directors will monitor compliance with this policy and within the academies, which will be reported at the Challenge Days.

## Appendix 1

### Protective Factors and Risk Factors

(Adapted from [Mental health and behaviour in schools \(November 2018\)](#)):

	<b>Risk Factors</b>	<b>Protective Factors</b>
<b>In the Child</b>	<ul style="list-style-type: none"> <li>• Genetic influences</li> <li>• Specific development delay</li> <li>• Communication difficulties</li> <li>• Physical illness</li> <li>• Academic failure</li> <li>• Low self-esteem</li> <li>• SEND</li> </ul>	<ul style="list-style-type: none"> <li>• Secure attachment experience</li> <li>• Outgoing temperament as an infant</li> <li>• Good communication skills, sociability</li> <li>• Being a planner and having a belief in control</li> <li>• Humour</li> <li>• Problem solving skills and a positive attitude</li> <li>• Experiences of success and achievement</li> <li>• Faith or spirituality</li> <li>• Capacity to reflect</li> </ul>
<b>In the Family</b>	<ul style="list-style-type: none"> <li>• Overt parental conflict including domestic violence</li> <li>• Family breakdown (including where children are taken into care or adopted)</li> <li>• Inconsistent or unclear discipline</li> <li>• Hostile and rejecting relationships</li> <li>• Failure to adapt to a child's changing needs</li> <li>• Physical, sexual, emotional abuse or neglect</li> <li>• Parental psychiatric illness</li> <li>• Parental criminality, alcoholism, or personality disorder</li> <li>• Death and loss – including loss of friendship</li> </ul>	<ul style="list-style-type: none"> <li>• At least one good parent-child relationship (or one supportive adult)</li> <li>• Affection</li> <li>• Clear, consistent discipline</li> <li>• Support for education</li> <li>• Supportive long-term relationship or the absence of severe discord</li> </ul>
<b>In the Academy</b>	<ul style="list-style-type: none"> <li>• Bullying</li> <li>• Discrimination</li> <li>• Breakdown in or lack of positive friendships</li> <li>• Negative peer influences</li> <li>• Peer pressure</li> <li>• Inconsistent implementation of the behaviour policy.</li> <li>• Poor relationships with staff</li> </ul>	<ul style="list-style-type: none"> <li>• Clear policies on behaviour and bullying</li> <li>• 'Open door' policy for children to raise problems</li> <li>• A whole-Academy approach to promoting good mental health</li> <li>• Positive relationships between pupils and staff</li> </ul>



## **Appendix 2**

### **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 – POPYRUS: [www.papyrus-uk.org](http://www.papyrus-uk.org)
- [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

## APPENDIX 3

### MHWB ACTION PLAN 2023 – 2024

'If you work really hard and you're always kind, amazing things will happen'

At E-Act Blackley Academy, we are committed to supporting the emotional health and wellbeing of our pupils and staff. We know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support. We take the view that positive mental health is everybody's business and that we all have a role to play.

#### **At our school we:**

- Help children to understand their emotions and feelings better
- Help children feel comfortable sharing any concerns or worries
- Help children socially to form and maintain relationships
- Promote self-esteem and ensure children know that they count
- Encourage children to be confident and 'dare to be different'
- Help children to develop emotional resilience and to manage setbacks
- Support through our vision and values – Work hard and be kind.

1. Working together to promote mental wellbeing for families				
	Actions	MOS	Impact / Success criteria	Completion date
	Provide information to parents regarding the MHWB agenda, where they can seek support, guidance and advice if they have concerns about their children.	JMCD	Open Door policy.  Front lobby, latest news and information booklets for parents/carers to read and take away	Ongoing
	Parent	JH	Electronic	

	questionnaire around children's MHWB to be given at parents' evening – feedback analysed	TK SLT	questionnaire— feedback to staff and parents with results Mental Health and Well-being section of Website continually updated with current news and support.	Autumn 2023 / Spring 2024
	To develop MHWB section on website to include advice and guidance for families – signposting to support both in school and externally.	PSHE Lead JMCD TK GS		Ongoing
	Use the Community Hub as a base to signpost support for families who need it.  Investigate how external agencies and or charities may be able to support our work around MHWB for example visits, lessons, assemblies, and specialist lessons.		Links to support groups and self-help groups on website  Families using affective support through the Community Hub  Healthy minds Mind Charity  PSHE Curriculum P4C	Ongoing

**2. Understanding the emotional needs of our children:**

	Actions	MOS	Impact / Success criteria	Completion date
	Identify pupils at risk of poor mental wellbeing by	TK All Staff	Children are identified and interventions and	Ongoing – termly

	<p>mapping the ACES of all children and analysing CPOMS</p> <p>To use pupil questionnaire and pupil voice to ascertain a baseline for current levels of pupil understanding of MH and WB.</p> <p>Information to be used to prioritise areas for curriculum planning and development.</p> <p>Implement pastoral support and intervention for children who have been identified as high risk. Measure impact of interventions.</p> <p>Provide training and development opportunities for Ambassadors and staff members to increase awareness of the impact of MHWB on pupil outcomes.</p> <p>Continue development of staff with responsibilities for</p>	<p>JMCD / TK – Pastoral</p> <p>Teaching staff</p> <p>JMCD</p> <p>TK / ES</p> <p>JMCD</p>	<p>support implemented.</p> <p>Up to date knowledge and information on children’s understanding of MH&amp;WB to inform curriculum</p> <p>Curriculum is adapted in response to student needs</p> <p>Children with high emotional needs are supported and are achieving well and attending school regularly</p> <p>Staff and ambassadors have excellent knowledge of the impact of poor MH&amp;WB</p>	<p>Ongoing – termly</p> <p>Ongoing – termly</p> <p>Ongoing – termly</p> <p>Ongoing – termly</p>
--	--	--	---	---

	mental health and wellbeing.		Staff are well trained and we have specialist staff at the academy	Ongoing – termly
<b>3. Promoting wellbeing across the academy</b>				
	<b>Actions</b>	<b>MOS</b>	<b>Impact / Success criteria</b>	<b>Completion date</b>
	<p>Establish a Peer support Programme in school - 6 Children from Years 4,5 and 6 to undertake training and assume role and responsibilities of School Mentors</p> <p>Continue to integrate mental health and wellbeing across curriculum and culture.</p> <p>To develop and embed 'Tapping technique' to enable pupils to become resilient and confident learners:</p>	<p>JMCD ES TK</p> <p>All staff</p> <p>JMCD</p>	<p>Children are leaders in support the wellbeing of their peers</p> <p>Evidence within the PSHE Curriculum and PD plan. Children have good knowledge and understanding of the importance of MH&amp;WB</p> <p>Children use tapping as a</p>	<p>Sept 2023</p> <p>July 2023 ongoing</p>



	of worry boxes and feeling boards on classroom doors.	All staff	Teachers know immediately when children need help and support	Ongoing daily
	Participation in mental health and wellbeing day: To be a part of the MHWB week	All Staff	Children take part in a specific day to raise awareness of mental health and wellbeing	
<b>5. Supporting Staff mental health and wellbeing</b>				
	<b>Actions</b>	<b>MOS</b>	<b>Impact / Success criteria</b>	<b>Completion date</b>
	Continued development of confidential annual staff wellbeing survey.	E-ACT JMCD JH / SLT	Leaders have a clear understanding of staff wellbeing and can respond to any needs.	Ongoing
	Develop and implement staff wellbeing and workload policy	JHU	Staff have a shared vision and approach to their own and their colleagues Mental Wellbeing	SEPT 23
	Refer to policy at regular intervals throughout the year	JHU JMCD		
	Share the Health Assured package with staff regularly	JHU	Staff are aware of the support they can access	Ongoing
	Implement a staff Mental Health First	JHU JMCD		

