



DIOCESE OF CHICHESTER  
ACADEMY TRUST

## Mental Health and Wellbeing

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Type of Policy	Tick ✓
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## Introduction

Our **vision** for our Trust is we exist to:

***Help every child achieve their God-given potential***

Our **aims** are clear. We aim to be a Trust in which:

**D**eveloping the whole child means pupils achieve and maximise their potential

**C**ontinued development of staff is valued and improves education for young people

**A**ll schools are improving and perform above national expectations

**T**he distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

### **Aspiration**

I can do all things through Christ who strengthens me  
(Philippians 4 vs 13).

### **Wisdom**

Listen to advice and accept discipline, and at the end you will be counted among the wise  
(Proverbs 19 vs 20)

### **Respect**

So in everything do to others what you would have them do to you  
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John:  
*I have come that they may have life, and have it to the full.*

## 1. Purpose and scope

### Our School Vision

## *Learning as a family in Jesus, through Love, Hope and Forgiveness*

The St. James' family is a welcoming, thriving, innovative community; loving and inspiring, forgiving and challenging. Together we can, and will, enrich the world.

Our purpose is to provide an engaging, relevant education within a Christian environment, where everyone flourishes academically, socially, physically, morally, emotionally and spiritually.

Psalms 139 "You are a child of God. You are wonderfully made, and precious in his sight. Before God made you, He knew you. There is no-one else like you."

Proverbs 22:6 "Start children off on the way they should go, and even when they are old they will not turn from it."

**At St. James' CE Primary Academy, we promote a caring, supportive environment in which each individual is valued and respected. We have high expectations for all and aspire to achieve excellence.**

We work together to provide a Ready, Respectful, Safe environment for all and we work together in our Christian values of Love, Hope and Forgiveness.

### **What is Mental Health?**

"Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stress of life, can work productively and fruitfully, and is able to make contribution to her or his community". *World Health Organisation*

Young people with mental health issues:

- Lack confidence
- Say that their mental health difficulties have a negative impact on their education
- Fear they will face discrimination from their peers and teachers
- Face the barrier of stigma

Everyone experiences life challenges that can make us vulnerable. At times, anyone may need additional support to maintain or develop good mental health.

- 1 in 10 children and young people aged 1 – 15 years have a clinically recognisable mental disorder in any one year

- 1 in 4 adults will experience mental health difficulties; at least half of these difficulties can be traced back to childhood

The mental health of children and young people, adults in schools, parents and carers and the wider whole school community will impact on all areas of development, learning, achievement and experiences.

All children and young people have the right to be educated in an environment that supports and promotes positive mental health for everybody. All adults have the right to work in an environment that supports and promotes positive mental health for everybody.

St. James' CE Primary Academy offers a learning environment that promotes and enhances positive mental health. A consistent approach means that the school environment and school ethos combined with our Christian Values of Love, Hope and Forgiveness all promote the mental health of the whole school community.

### **What to do if you are worried about your child's mental health?**

If you are concerned about your child's mental health, you can come and see our Inclusion leader (Charlotte Price), or our Family Support Worker and lead adult for mental health ( Kelly Leslie), where we can meet in confidence and discuss next steps.

The Academy can fill out a Boxall profile (an online resource for measuring children's social, emotional and behavioural problems), to ascertain the needs of your child and where the Academy can assist.

St. James' CE Primary Academy also use the Strengths and Difficulties Questionnaire (SDQ) to help judge whether individual pupils might be suffering from a diagnosable mental health problem and involve their parents/carers and the pupil in considering why they behave in certain ways. (This can be found at <http://www.sdqinfo.com>)

If we (the Academy) are worried about your child and some of the behaviours they are displaying in school, we will contact you to discuss our concerns and possible options to help. This will be done in the strictest confidence.

This may lead to a referral being made to relevant agencies (G.P, CAMHS etc.), who can assist in an appropriate way.

### **Staff member concerns over mental health**

At St. James' CE Primary Academy, we value the health and wellbeing of all our staff. Should you have concerns about yourself, or another member of staff, you can speak to the Headteacher, Deputy Headteacher or Mental Health lead adult (Kelly Leslie). We will arrange to meet in strictest confidence, to discuss ways to help and next steps.

If you need to speak to someone in confidence, who is not linked to the Academy, the Trust employee assistance programme are available 24 hours a day. Health Assured are an independent third party company, who offer confidential support to any staff member. They provide a 24-hour helpline 0800 030 5182 which will be answered by a qualified and experienced counsellor, who offer help and support in a professional,

friendly and non-judgemental manner. Anyone wanting more information should visit their website [www.healthassuredeap.com](http://www.healthassuredeap.com).

## **Warning signs**

Only a medical professional can make a formal diagnosis of a mental health condition  
The Academy:

- is well-placed to observe children day-to-day
- identify students whose behaviour suggests that they may be suffering from a mental health problem/ be at risk of developing one

## **Possible warning signs include:**

- Physical signs: repeated which appear non- accidental
- Changes in eating/sleeping habits
- Social withdrawnness/isolation
- Changes in activity and mood
- Lowering of academic achievement, absence from school, lateness
- Talking or joking about self-harm or suicide
- Drug/alcohol abuse
- Expressing feelings of failure, uselessness, loss of hope
- Changes in clothing- e.g. long sleeves in warm weather
- Secretive behaviour
- Missing PE, getting changed secretly
- Repeated physical pain or nausea
- Showing signs and symptoms of anxiety: when it affects young person's thoughts and behaviours on a daily basis.

## **Anxiety:**

Can significantly affect pupil's ability to develop, learn, maintain and sustain friendships, attend school on regular basis

ALL children have fears and worries- it becomes a concern when they affect children's thoughts and behaviours on DAILY BASIS, present over several weeks/months Possible reasons:

- Worries about things which are happening at home or school - Bullying
- Traumatic event
- Bereavement etc.

## **Some symptoms of anxiety:**

- Feeling fearful/panicky
- Breathlessness
- Tension
- Fidgeting
- Irritable
- Feeling nauseous

- Tearfulness
- Panic attacks
- Phobias

**Self-harm:** cutting, burning, non-lethal overdoses, picking or scratching at wounds, pulling hair, banging or bruising oneself.

**Depression:** extreme ups and downs, no motivation; feelings of failure, hopelessness, helplessness, sadness or numbness which affect day-to-day life.

### **Obsessions and Compulsions (OCD)**

Eating problems: bulimia, binge eating

### **Suicidal feelings**

### **Spotting the signs of mental health issues (Action for Children)**

A simple way to remember some of the signs and what to look out for if you've started feeling concerned about child's mental health: M-A-S-K

#### **M- Mood**

- irritable
- argumentative
- aggressive
- withdrawn

#### **A- Actions**

- changes in eating- sudden weight loss or gain
- looking very tired- changes in sleeping patterns
- look out for signs of bullying, self-harm

#### **S- Social**

- especially bored
- lonely
- start getting into trouble
- losing interest in things they liked to do
- missing school

#### **K- Keep Talking**

- refusing or being reluctant to talk how they feel

Your response should be to keep listening- let them say what they want to say - even a casual conversation can help- ask how they are feeling, ask about their day

It can be helpful to link young people to self-help information- they can read it and use it at their own pace/in their own time and will allow them some privacy

## **How St. James' CE Primary Academy will monitor attendance and support children with Mental Health difficulties**

St. James' CE Primary Academy will:

- Work with families and support those who have needs. Our Family Support Worker (Kelly Leslie) will liaise with families, to provide this.
- Develop policies and procedures which will empower staff to spot and support children in need and to follow appropriate referral pathways with clear guidelines and actions
- Develop guidelines which are truly in line with the needs of our Academy and community
- Consider specific children with mental health difficulties and the support they need.

Healthy relationships underpin positive mental health and have a significant impact.

St. James' CE Primary Academy has:

- A clear and agreed ethos and culture that accords value and respect to all
- A commitment to being responsive to children and young people's needs
- Clearly defined mental health links in school policies
- Clear guidelines for internal and external referrals
- Strong links with external agencies to provide access to support and information
- A named lead for mental health promotion (Kelly Leslie) with the expectation that there is support and involvement and an ethos that 'mental health is everyone's business St. James' CE Primary Academy is a place where children and young people:
- Have opportunities to participate in activities that encourage belonging
- Have opportunities to participate in decision making
- Have opportunities to celebrate academic and non-academic achievements
- Have their unique talents and abilities identified and developed
- Have opportunities to develop a sense of worth through taking responsibility for themselves and others
- Have opportunities to reflect
- Have access to appropriate support that meets their needs
- Have a right to be in an environment that is safe, clean, attractive and well cared for
- Are surrounded by adults who model positive and appropriate behaviours, interactions and ways of relating at all times

St. James' CE Primary Academy is a place where staff:

- Have their individual needs recognised and responded to in a holistic way
- Have a range of strategies that support their mental health,
- Have recognition of their work-life balance
- Have the mental health and well-being of the staff reviewed regularly
- Feel valued and have opportunities to contribute to decision making processes
- Celebrate and recognise success
- Are able to carry out roles and responsibilities effectively
- Are provided with opportunities for CPD both personally and professionally
- Have their unique talents and skills recognised and opportunities are provided for development
- Have time to reflect

- Have access to the Trust employee assistance programme, should they require additional assistance. Health Assured are an independent third party company, who offer confidential support to any staff member. They provide a 24-hour helpline 0800 030 5182 which will be answered by a qualified and experienced counsellor, who offer help and support in a professional, friendly and non-judgemental manner. Anyone wanting more information should visit their website [www.healthassuredeap.com](http://www.healthassuredeap.com).

St. James' CE Primary Academy is a place where parents/carers:

- Are recognised for their significant contribution to children and young people's mental health
- Are welcomed, included and work in partnership with schools and agencies
- Are provided with opportunities where they can ask for help when needed
- Are signposted to appropriate agencies for support
- Are clear about their roles and expectations of their responsibilities in working in partnership with schools
- Opinions are sought and valued and responded to
- Strengths and difficulties are recognised, acknowledged and challenged appropriately

St. James' CE Primary Academy is a place where the whole school community:

- Is involved in promoting positive mental health
- Is valued for the role it plays in promoting positive mental health
- Contributes towards the ethos of the school and supports the Christian values of Love, Hope and Forgiveness

St. James' CE Primary Academy provides opportunities that promote positive mental health, through the standard curriculum and extended provision, e.g. Circle Time, ARK curriculum, P4C, play, nurture groups, differentiated learning activities, individual timetables, parents/carers groups, challenging stereotypes, etc.

This policy promotes positive mental health. It is a working document and has been developed in consultation with the Academies Trust and whole school community.

This policy offers opportunities to measure the impact in a variety of ways:

- School policies
- The school's ethos and Christian values
- Child/Staff/Volunteer well being
- Staff/Governor/class and Academy council meetings
- Feedback from the whole school community via questionnaires and verbally, formally and informally
- The number of external referrals, Gateway, Health Service, Social Care
- Training and development internally, for example 'Safeguarding, Mental Health and Wellbeing' inset
- Induction and professional development of Staff and Volunteers

The promotion of positive mental health for children and young people is everyone's business.

- In order to help our pupils succeed, St. James' CE Primary Academy have a role to play in supporting them to be resilient and mentally healthy. There are a variety of

things that we can do, for all our pupils and for those with particular problems, to offer that support in an effective way.

- The Academy will ensure that pupils and their families participate as fully as possible in decisions and are provided with information and support. The views, wishes and feelings of the pupil and their parents/carers will always be considered.
- St. James' CE Primary Academy use the Strengths and Difficulties Questionnaire (SDQ) to help them judge whether individual pupils might be suffering from a diagnosable mental health problem and involve their parents/carers and the pupil in considering why they behave in certain ways. (This can be found at <http://www.sdqinfo.com>)
- At St. James' CE Primary Academy we will support good mental health and emotional wellbeing. Through our PSHE lessons (ARK curriculum). The PSHE Association has produced guidance and lesson plans to support the delivery of effective teaching on mental health issues. In addition, MindEd, (online training tool), provides information and advice for staff on children and young people's mental health and can help to sign post staff to targeted resources when mental health problems have been identified.
- For those children showing early signs of problems and families exposed to several risk factors – the academy will intervene early and strengthen resilience, before serious mental health problems occur.
- There are national organisations offering materials, help and advice. There is a range of provision available locally to help promote mental health and intervene early to support pupils experiencing difficulties. Help and information about evidence-based approaches is available from a range of sources. (see below)

### **CAMHS- Child and Adolescent Mental Health Services**

CAMHS are specialist NHS children and young people's mental health services They can offer a variety of trained mental health professionals:

-Social workers    -occupational therapists    - psychologists

-Psychotherapists    - counsellors    - family therapists    - outreach workers

Before making a referral- think what you want CAMHS to do, what are the reasons for the referral. There may be a significant delay before the student can be seen

- You might be looking for: advice, strategies, support or diagnosis • What are the specific difficulties that you want CAMHS to address?
- Most CAMHS services work with the whole family to support young person's health
- Gather all the details about the student to be referred and gain consents
- Are there any other agencies/professionals involved with the students and/or the family e.g. social services, youth offending team?
- Have there been any referrals to CAMHS before?
- Family background/situation at home/traumatic life events
- Is there a child protection plan in place?
- Is the child looked after?
- Are there any known risks, to self, to others or to professionals?

## **Measuring the impact of activities in this policy**

As well as assessing need, the Boxall profile (the online assessment tool used by the Academy) will monitor the impact and progress of children with regards to social and emotional health. This is reviewed and analysed termly, to measure the impact. The Inclusion lead (Charlotte Price), will be responsible for monitoring this.

Regular attendance reviews will take place on a half termly basis, for children and staff, to monitor any impact of mental health and wellbeing.

Return to work meetings (for staff, after a term of absence) with the Academy business manager will provide indications of mental health and wellbeing. Records of these meetings and other meetings involving members of staff will be stored securely by the Academy, with only the Principal, Vice Principal or the Academy business manager having access.

- What works in promoting social and emotional wellbeing and responding to mental health problems in schools? Advice for Schools and Framework Document. Partnership for wellbeing and mental health in schools, NCB 2015

### **Useful links:**

[www.healthassuredeap.com](http://www.healthassuredeap.com) [www.minded.org.uk](http://www.minded.org.uk)  
[www.crude.org.uk/for-schools/bereavement-policy](http://www.crude.org.uk/for-schools/bereavement-policy) [www.youngminds.org.uk](http://www.youngminds.org.uk)  
[www.b-eat.co.uk/about-eating-disorders](http://www.b-eat.co.uk/about-eating-disorders)  
[www.mind.org.uk](http://www.mind.org.uk)  
[www.papyrus-uk.org](http://www.papyrus-uk.org)  
[www.nshn.co.uk](http://www.nshn.co.uk)  
[www.anxietyuk.org.uk](http://www.anxietyuk.org.uk)  
[www.selfharm.co.uk](http://www.selfharm.co.uk)  
<http://hopeagain.org.uk> <http://www.cruse.org.uk/children>  
<http://www.cruse.org.uk/for-schools/impact-of-bereavement>  
[www.youngminds.org.uk/find-help/your-guide-to-support/guide-to-camhs](http://www.youngminds.org.uk/find-help/your-guide-to-support/guide-to-camhs)

Read in conjunction with:

School Development Plan

Positive Behaviour Policy

Safeguarding Policy

Single Equality Policy

SEND Policy