

Mental Health & Wellbeing Policy

More Than Ed | Independent School

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As a specialist SEMH and trauma-informed school, we are committed to supporting the mental health and wellbeing of students, parents, carers, staff and other stakeholders. This policy focuses on students' mental health and wellbeing.

1. Aims

This policy aims to:

- Set out our school's approach to promoting positive mental health and wellbeing for all students.
- Provide guidance to staff on their role in supporting students' mental health and wellbeing, including how to foster and maintain an inclusive culture in which students feel able to talk about and reflect on their experiences of mental health.
- Support staff to identify and respond to early warning signs of mental health issues.
- Inform students, parents and carers about the support they can expect from our school, and provide access to resources.

This policy should be read alongside our SEND Policy, Relational Policy, Anti-Bullying Policy, and Child Protection and Safeguarding Policy.

2. Legislation and Guidance

This policy was written with regard to:

- [The Equality Act 2010](#)
- [The Data Protection Act 2018](#)
- [Articles 3 and 23 of the UN Convention on the Rights of the Child](#)
- Keeping Children Safe in Education (2025)
- Mental health and behaviour in schools (Department for Education)

3. Roles and Responsibilities

All staff are responsible for promoting positive mental health and wellbeing across our school and for understanding risk factors. As all of our students experience significant mental health needs, we judge any change in comparison to their individual baseline.

As all students have 1:1 support, and therefore an available adult at all times, staff monitor and record the mental health and wellbeing of each student constantly. If any member of staff is concerned that a student's mental health or wellbeing is deteriorating significantly, they must inform the Designated Safeguarding Lead (DSL) immediately.

4. Responding to a Mental Health Crisis

All actions taken in response to a mental health concern or crisis must be recorded on CPOMS. The first step is always to establish the level of risk.

Acute risk

If a student is seriously injured, experiencing an acute mental health crisis (such as psychosis, mania or self-harm), or feeling suicidal:

- Call 999 or take the student to A&E.
- Inform the parents, carers or social worker.
- The hospital should make the referral to CAMHS and inform the student's GP.

Where a student is injured or experiencing a significant mental health incident, administer first aid or mental health first aid. A member of staff will then assess the level of risk by talking with the student, offering support and explaining the limits of confidentiality. The member of staff makes a record of the discussion and informs the DSL.

High risk

- Return the student home, unless there is a safeguarding reason not to.
- Discuss concerns with parents or carers and recommend taking the student to the GP.
- Inform Social Care if appropriate.
- Refer to CAMHS or the social care team if appropriate.

Low or medium risk

- Inform parents or carers, unless there is a safeguarding reason not to.
- Involve external professionals (for example the GP or CAMHS).
- Follow safeguarding procedures if necessary.
- Refer to internal support, such as interventions or the school-based therapist.

Upon return to school

- Hold a meeting with parents, carers and all appropriate agencies to discuss the school-based support on offer.
- Make any further referrals if necessary.
- The DSL and member of staff debrief and ensure all information has been recorded confidentially.
- Review progress with the student and adapt the support offer if necessary. If progress is not being made, repeat the procedure.

5. Warning Signs

All staff will be alert to signs that a student's mental health is deteriorating. Some warning signs include changes in:

- Mood or energy level
- Eating or sleeping patterns
- Attitude in lessons or academic attainment
- Level of personal hygiene
- Social isolation, attendance or punctuality

Other signs to look out for include:

- Expressing feelings of hopelessness, anxiety, worthlessness or feeling like a failure

- Abuse of drugs or alcohol
- Rapid weight loss or gain
- Secretive behaviour
- Covering parts of the body that they would not have previously
- Refusing to participate in PE, or being secretive when changing clothes
- Physical pain or nausea with no obvious cause
- Physical injuries that appear to be self-inflicted
- Talking or joking about self-harm or suicide

6. Supporting Students

Baseline support for all students

As part of our commitment to promoting positive mental health and wellbeing for all students, our school offers support by:

- Raising awareness of mental health during PSHE and Mental Health Awareness Week.
- Having open discussions about mental health.
- Monitoring all students' mental health through observation, conversation and liaison with parents, carers and external agencies.
- Making classrooms a safe space to discuss mental health and wellbeing.
- Reviewing the effectiveness of the support offered.

Internal mental health interventions

All of our students have significant support around their mental health and wellbeing. SEMH will always be the primary need on their EHCP, and we have a large cohort of children in local authority care. The support offered at our school includes:

- 1:1 staffing at all times
- Staff trained in trauma-informed practice
- A bespoke therapeutic and academic timetable
- In-house therapy
- In-house speech and language therapy

Making external referrals

If a student's needs cannot be met by the internal offer our school provides, we will make a referral for external support. A student could be referred to:

- A GP or paediatrician
- Social Care
- Early Help
- DRASACS (Doncaster Rape and Sexual Abuse Counselling Service)

- CAMHS or Forensic CAMHS
- The Local Authority Psychologist
- Mental health charities, for example [Samaritans](#), [Mind](#), [Young Minds](#) and [Kooth](#)

7. Working with Parents and Carers

We will work with parents and carers to support students' mental health by:

- Asking them to inform us of any mental health needs their child is experiencing, so we can offer the right support.
- Informing them of any mental health concerns we have about their child.
- Engaging with them to understand their own and their child's mental health and wellbeing, so there is holistic support for the whole family.
- Highlighting sources of information and support on our school website, including this policy.
- Discussing strategies that can help promote positive mental health at home.
- Providing guidance on navigating and accessing relevant local mental health services and other sources of support.
- Keeping them informed about the mental health topics their child is learning about in PSHE, and sharing ideas for extending this learning at home.

8. Whole-School Approach to Promoting Awareness

Mental health is taught in PSHE

Through PSHE, students are taught to:

- Develop healthy coping strategies
- Challenge misconceptions around mental health
- Understand their own emotional state
- Keep themselves safe

Creating a positive atmosphere around mental health

Staff will create an open culture around mental health by discussing it with students to break down stigma, and by encouraging students to disclose when their mental health is deteriorating.

9. Training

All staff will be offered training so they:

- Understand that behaviour is communication.
- Have a good understanding of students' mental health needs.
- Know how to recognise warning signs of mental ill health.
- Know a clear process to follow if they identify a student in need of help.
- Have an excellent understanding of trauma-informed practice.

- Understand how mental health and trauma can affect executive functioning in our students.
- Understand how attachment, loss and intergenerational trauma can affect a student's behaviour and learning.

10. Support for Staff

We recognise that supporting a student experiencing poor mental health can affect a staff member's own mental health and wellbeing. To help with this, we will:

- Treat mental health concerns seriously.
- Offer a free 24/7 GP and counselling service.
- Train staff in recognising and managing secondary (vicarious) trauma.
- Offer staff supervision sessions.
- Support staff experiencing poor mental health themselves.
- Create a pleasant and supportive work environment.
- Offer access to an employee assistance programme.