

MENTAL HEALTH & WELLBEING POLICY



Policy Date: September 2025

Review Date: August 2027

Responsible Person: Karen Holmes

Aims

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. It aims to:

- Set out our school's approach to promoting positive mental health and wellbeing for all students across our school
- Provide guidance to staff on their role in supporting students' mental health and wellbeing, including how they can 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 and their parents/carers about the support they can expect from our school in respect of students' mental health and wellbeing, and provide them with access to resources

This policy should be read alongside:

- SEND policy
- Relational policy
- Anti-bullying policy
- Child protection and safeguarding policy

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](#)

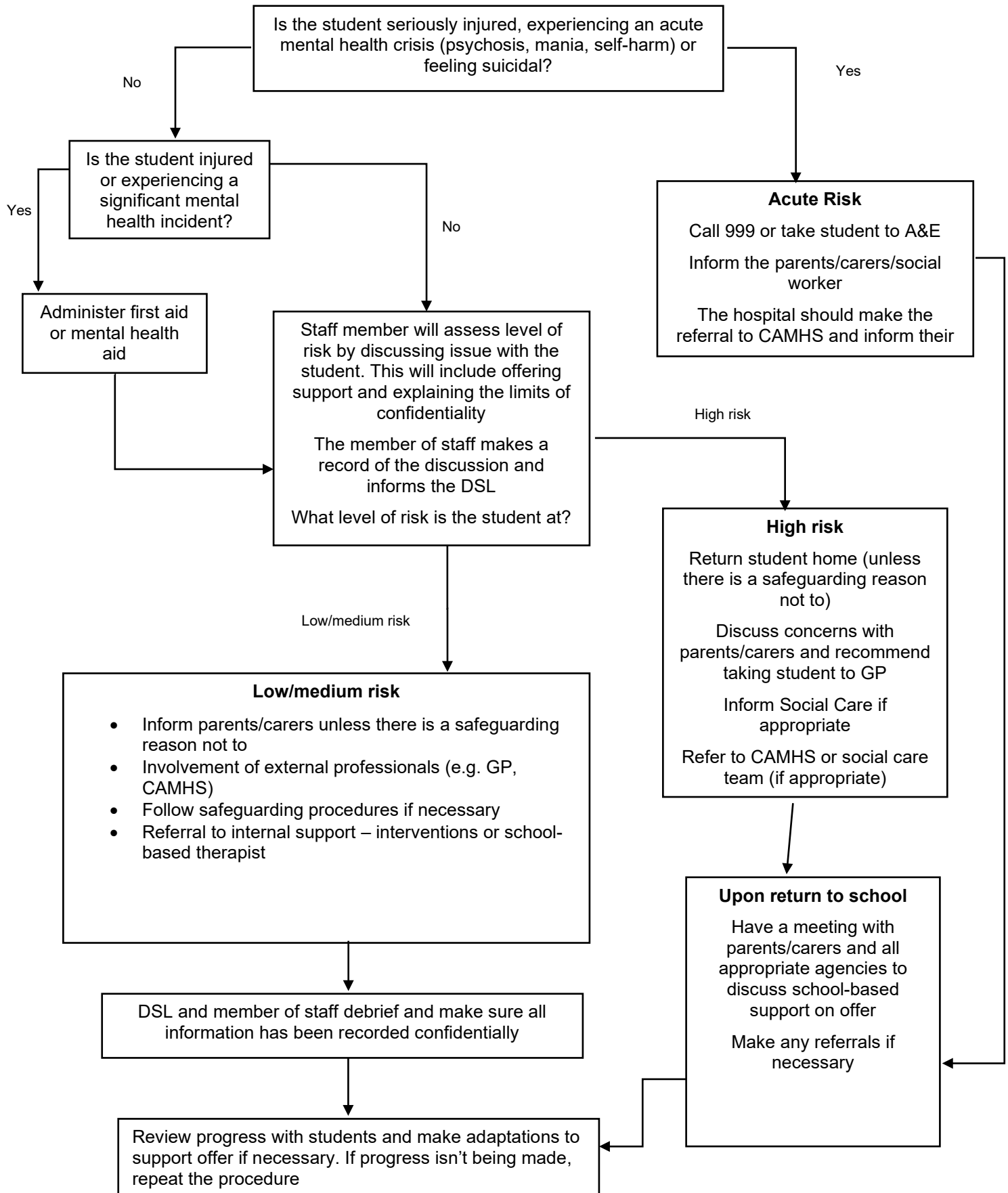
Roles and responsibilities

All staff are responsible for promoting positive mental health and wellbeing across our school and for understanding risk factors. As our young people all suffer significant mental health issues, we judge any change in comparison to their baseline.

As all students have 1:1 support and, therefore, an available adult at all times, staff monitor and record mental health and wellbeing of each student constantly. If any members of staff are concerned about a student's mental health or wellbeing deteriorating significantly, they should inform the DSL immediately.

Procedure to follow in a case of acute mental health crisis

(All actions must be recorded on CPOMS)



Warning signs

All staff will be on the lookout for 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
- Poor attendance or punctuality
- 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 wouldn't have previously
- Refusing to participate in P.E. 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

Supporting students

Baseline support for all students

As part of our school's commitment to promoting positive mental health and wellbeing for all students, our school offers support to all students 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 all external agencies
- Making classrooms a safe space to discuss mental health and wellbeing
- Taking the actions set out in the plan
- Reviewing the effectiveness of the support offered

Internal mental health interventions

All 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 time
- Staff are all trained in Trauma-Informed Practices
- Bespoke therapeutic and academic timetable
- In-house Therapy
- In house Speech & Language Therapy

Making external referrals

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

A student could be referred to:

- GP or a paediatrician
- Social Care
- Earlu Help
- DRASACS (Doncaster Rape and Sexual Abuse Counselling Service)
- CAMHS
- Forensic CAMHS
- LA Psychologist
- Mental health charities (e.g. [Samaritans](#), [Mind](#), [Young Minds](#), [Kooth](#))

Supporting and collaborating with parents/carers

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

- Asking parents/carers to inform us of any mental health needs their child is experiencing, so we can offer the right support
- Informing parents/carers of mental health concerns that we have about their child
- Engaging with parents/carers to understand their mental health and wellbeing issues, as well as that of their child, and support them accordingly to make sure there is holistic support for them and their child
- Highlighting sources of information and support about mental health and wellbeing on our school website, including the mental health and wellbeing policy
- Liaising with parents/carers to discuss strategies that can help promote positive mental health in their child
- Providing guidance to parents/carers on navigating and accessing relevant local mental health services or other sources of support (e.g. parent/carer forums)
- Keeping parents/carers informed about the mental health topics their child is learning about in PSHE, and share ideas for extending and exploring this learning at home

Whole school approach to promoting mental health awareness

Mental health is taught in 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 mental health with students in order to break down stigma
- Encouraging students to disclose when their mental health is deteriorating

13. Training

All staff will be offered training so they:

- Understand that behaviour is communication
- Have a good understanding of what students' mental health needs are
- 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
- Have an excellent understanding of how Attachment, Loss and Intergenerational Trauma can affect a student's behaviour and learning

14. Support for staff

We recognise that supporting a student experiencing poor mental health can affect that 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 Secondary Trauma (Vicarious Training)
- Offer staff supervision sessions
- Support staff experiencing poor mental health themselves
- Create a pleasant and supportive work environment
- Offer an employee assistance programme [insert details of the programme]