

Mental Health and Wellbeing Policy

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 Organization)

It is our vision at St Paul's CE Primary School to nurture and promote achievement for all within a caring Christian environment. We do this through the teachings of our key values.

We aim to promote positive mental health for every member of our staff, pupils and their families. We pursue this aim using both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable pupils and families.

To promote positive mental health and wellbeing, we aim to recognise and respond to need as it arises. At St Pauls we acknowledge that potentially 1 in 10 children suffer with a diagnosable mental health issue; this may be in addition to emotional or behavioural difficulties. As a school we promote a secure and stable environment for children affected both directly and indirectly by mental health. See **appendix 1** for information and additional support nationally.

This policy is intended as guidance for all staff including non-teaching staff and governors. It should be read in conjunction with our medical policy in cases where a pupil's mental health and wellbeing overlaps with or is linked to a medical issue and the SEND policy, where a pupil has an identified special educational need and the safeguarding policy, in relation to prompt action and wider concerns of vulnerability.

The policy aims to:

- Promote positive mental health and wellbeing in all staff, pupils and families.
- 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 young people 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:

- Family Support Worker- Mental Health and Emotional Wellbeing Lead & Designated Safeguarding Lead
- Head Teacher– Deputy Designated Safeguarding Lead
- Head Teacher - Pastoral Lead
- Head Teacher - CPD Lead
- Year 4 class teacher - Head of PSHE

Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the Mental Health 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 with an immediate referral to the Designated Child Protection Lead or the Head Teacher. If the pupil presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting the first aid staff and contacting the emergency services if necessary.

Where a referral to CAMHS is appropriate, this will be led and managed by the Deputy Head Teacher who is the Mental Health Lead. Further guidance about referring to CAMHS can be provided by contacting the School Nursing Service.

Individual Care Plans

It is helpful to draw up an individual care plan for pupils causing concern or who receives a diagnosis pertaining to their mental health. This should be drawn up involving the pupil, the parents and relevant health professionals. This can include:

- Details of a pupil's condition
- Special requirements and precautions
- Medication and any side effects
- What to do, and who to contact in an emergency
- The role the school can play

Teaching about Mental Health and Wellbeing

The skills, knowledge and understanding needed by our pupils to keep themselves and others physically and mentally healthy and safe are included as part of our developmental PSHE curriculum within the Skills for Life Programme.

The specific content of lessons will be determined by the specific needs of the cohort we are teaching but there will always be an emphasis on enabling pupils to develop the skills, knowledge, understanding, language and confidence to seek help, as needed, for themselves or others.

We will follow the PSHE Association Guidance which lies within the Skills for Life Programme to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner which helps rather than harms.

Signposting

We will ensure that staff, pupils and parents are aware of sources of support within school and in the local community. This is outlined in **Appendix 2** which also outlines organisations/charities in our local area.

We will display relevant sources of support in communal areas and toilets and will regularly highlight sources of support to pupils within relevant parts of the curriculum. Whenever we highlight sources of support, we will increase the chance of pupils seeking help and support by ensuring pupils understand:

- What help is available
- Who it is aimed at
- How to access it
- Why to access it
- What is likely to happen next

Warning Signs

School staff may become aware of warning signs which indicate a pupil is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the Deputy Head Teacher, our Mental Health and Emotional Wellbeing Lead.

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
- Abusing drugs or alcohol
- 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

Managing disclosures

A pupil may choose to disclose concerns about themselves or a friend to any member of staff, so all staff need to know how to respond appropriately to a disclosure.

If a pupil chooses to disclose concerns about their own mental health or that of a friend to a member of staff, the member of staff's response should always be calm, supportive and non-judgemental.

Staff should listen, rather than advise and our first thoughts should be of the pupil's emotional and physical safety rather than of exploring 'Why?'

All disclosures should be recorded on CPOMS and any original written records should be given to a Designated Safeguarding Lead.

A disclosure should include:

- Date
- The name of the member of staff to whom the disclosure was made
- Main points from the conversation
- Agreed next steps

This information should be shared with the mental health lead, Deputy Head Teacher who will ensure the record goes on CPOMS and appropriate support and advice about next steps are actioned.

Confidentiality

We will be honest with regards to the issue of confidentiality. If it is necessary for us to pass our concerns about a pupil on then we will discuss the following with the pupil:

- Who we are going to talk to
- What we are going to tell them
- Why we need to tell them

We should never share information about a pupil without first telling them. Ideally, we would receive their consent, though 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.

Parents should be informed if there are any serious concerns about their mental health. However if a child gives us reason to believe that there may be underlying child protection issues, parents should not be informed, but the Safeguarding Lead or Deputies must be informed immediately.

Working with Parents to be carried out by Safeguarding Lead/ Deputies

Where it is deemed appropriate to inform parents, we need to be sensitive in our approach. Before disclosing to parents we should consider the following questions (on a case by case basis):

- Can the meeting happen face to face? This is preferable.
- Where should the meeting happen? At school, at their home or somewhere neutral?
- Who should be present? Consider parents, the pupil, other members of staff.
- What are the aims of the meeting?

It can be shocking and upsetting for parents to learn of their child's issues and many may respond with anger, fear or upset during the first conversation. We should be accepting of this (within reason) and give the parent time to reflect.

We should always highlight further sources of information and give them leaflets to take away where possible as they will often find it hard to take much in whilst coming to terms with the news that you're sharing. Sharing sources of further support aimed specifically at parents can also be helpful too e.g. parent helplines and forums.

We should always provide clear means of contacting us with further questions and consider booking in a follow up meeting or phone call right away as parents often have many questions as they process the information. Finish each meeting with agreed next step and always keep a brief record of the meeting on the child's CPOMS record.

Working with All Parents

Parents are often very welcoming of support and information from the school about supporting their children's emotional and mental health. In order to support parents we will:

- Highlight sources of information and support about common mental health issues see **Appendix 2**
- Ensure that all parents are aware of who to talk to, and how to get about this, if they have concerns about their own child or a friend of their child
- Make our mental health policy easily accessible to parents via the website.
- Share ideas about how parents can support positive mental health in their children through our regular information evenings
- Keep parents informed about the mental health topics their children are learning about in PSHE within Skills for Life and share ideas for extending and exploring this learning at home

Supporting Peers

When a pupil is suffering from mental health issues, it can be a difficult time for their friends. In order to keep peers safe, we will consider on a case by case basis which friends may need additional support.

Training

Staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep pupils safe.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our performance management process and additional CPD.

Appendix 1

Prevalence of Mental Health and Emotional Wellbeing Issues

- 1 in 10 children and young people aged 5 - 16 suffer from a diagnosable mental health disorder - that is around three children in every class.
- Between 1 in every 12 and 1 in 15 children and young people deliberately self-harm.
- There has been a big increase in the number of young people being admitted to hospital because of self harm. Over the last ten years this figure has increased by 68%.
- More than half of all adults with mental health problems were diagnosed in childhood. Less than half were treated appropriately at the time.
- Nearly 80,000 children and young people suffer from severe depression.
- The number of young people aged 15-16 with depression nearly doubled between the 1980s and the 2000s.
- Over 8,000 children aged under 10 years old suffer from severe depression.
- 3.3% or about 290,000 children and young people have an anxiety disorder.
- 72% of children in care have behavioural or emotional problems - these are some of the most vulnerable people in our society.

Nationally

Anxiety UK work to relieve and support those living with anxiety and anxiety-based depression by providing information, support and understanding via an extensive range of services, including 1:1 therapy. They can provide support and help if a person has been diagnosed with, or suspect they may have an anxiety condition and can also help them deal with specific phobias such as fear of spiders, blushing, vomiting, being alone, public speaking, heights – in fact, any fear that stops a person from getting on with their life. www.anxietyuk.org.uk/

Catholic Mental Health Project supports the Catholic community to further develop spiritual and pastoral care for mental health www.catholicmentalhealthproject.org.uk/

Charlie Waller Memorial Trust offers free resources, including guidance and policy templates for use by schools and colleges. www.cwmt.org.uk/

Child Bereavement UK supports families and educates professionals when a baby or child of any age dies or is dying, or when a child is facing bereavement. Every year they train more than 8,000 professionals, helping them to better understand and meet the needs of grieving families. <https://childbereavementuk.org/>

Childline is a free, private and confidential service for children and young people available online, on the phone, anytime facilitated by trained counsellors. The website is easy to navigate and has many interactive resources, advice and sources of support for children and young people. www.childline.org.uk/

Education Support Partnership is the UK's only charity providing mental health and wellbeing support services to all education staff and organisations. www.educationsupportpartnership.org.uk/

Fixers: young people's stories Fixers are young people using their past to fix the future.

They are motivated by personal experience to make positive change for themselves and those around them.

Fixers have different backgrounds, interests and life experiences, and come from every corner of the UK. They are motivated by a desire to act on an issue that is important to them or a strong desire to help other people. They also have a voice that they want to be heard, whether that's on eating disorders, drugs, offending, cyberbullying or any other issue that is concerning them. Becoming a Fixer allows that to happen. Fixers are heard, understood and respected by others. Fixers choose the issue they want to fix and, using the skills of a team of creative experts, they work out how to make sure their message is heard by the right people, whether that's through a unique film, a leaflet or poster campaign, a website, an event or workshop. Then they use digital, print and broadcast media to make their voice heard as far and wide as possible. www.fixers.org.uk/home/news.php

HeadMeds: about mental health medicines HeadMeds is a website for young people about mental health medication, launched in March 2014 and is owned and managed by the national charity YoungMinds. www.headmeds.org.uk/

MeeTwo a free App that lets users post anonymously and receive support and advice about their worries from other teens. All posts, which cannot be more than 300 characters, are seen by moderators who are trained and have experience in counselling or psychotherapy, so there is no risk of bullying. MeeTwo experts can also post and direct users to help from other organisations. The founders are in discussion with Childline about ways to refer young people to them. In exceptional cases the moderator would contact the emergency services. www.meetwo.co.uk/

Mental Health Access Pack is a compact, free resource which aims to: equip you with knowledge and advice, from medical, psychological and theological perspectives; help you support those in your community who are struggling with mental health issues; help you to

discuss issues and share ideas surrounding mental health and the church.
www.mentalhealthaccesspack.org/

Mental Health Matters contains information and resources for parishes, dioceses, chaplaincies and church community groups - and anyone else who's interested - to help improve our work with people experiencing mental illness. The Church is well placed to make a significant difference in the area of mental health. We can be a force to end stigma, and we can also be a place of inclusion, welcome and ministry. Mental Health Matters is working to make mental wellbeing a priority in our churches today. www.mentalhealthmatters-cofe.org/

Mentally Healthy Schools brings together quality-assured information, advice and resources to help primary schools understand and promote children's mental health and wellbeing. Our aim is to increase staff awareness, knowledge and confidence to help you support your pupils. www.mentallyhealthyschools.org.uk/

Mind provides trusted advice and support to empower anyone experiencing a mental health problem. They campaign to improve services, raise awareness and promote understanding. www.mind.org.uk/

MindEd MindEd is a free educational resource on children and young people's mental health for all adults. www.minded.org.uk/

NHS Live Well Youth Mental Health offers resources and signposting for support from external links www.nhs.uk/Livewell/youth-mental-health/Pages/Youth-mental-health-help.aspx

PAPYRUS is the national charity for the prevention of young suicide. The website draws from the experience of many who have been touched personally by young suicide across the UK and speak on their behalf in PAPYRUS campaigns and in their endeavour to save young lives. PAPYRUS believe that with appropriate support and education, many young suicides can be prevented. They deliver awareness and prevention training, provide confidential support and suicide intervention through the HOPELineUK, campaign and influence national policy, and empower young people to lead suicide prevention activities in their own communities. www.papyrus-uk.org/

Reading Well for young people Reading Well promotes the benefits of reading for health and wellbeing. The programme has two strands: Books on Prescription and Mood-boosting Books. <http://reading-well.org.uk/books>

Rethink: living with mental illness provides expert, accredited advice and information to everyone affected by mental health problems. 'When mental illness first hits you or your family, it can be hard to know who or what to trust.' They give people clear, relevant information on everything from treatment and care to benefits and employment rights. We were the first mental health charity to gain the Information Standard for our trusted and relevant information. www.rethink.org/living-with-mental-illness/young-people/

Samaritans work to ensure that fewer people die by suicide by working to alleviate emotional distress and reduce the incidence of suicide feelings and suicidal behaviour. They offer 24 hours a day emotional support for people who are struggling to cope, including those who have had thoughts of suicide, as well as reaching out to high risk groups and communities to reduce the

risk of suicide and working in partnership with other organisations, agencies and experts, influencing public policy and raising awareness of the challenges of reducing suicide.
www.samaritans.org/

The Charlie Waller Memorial Trust provides funded training to schools on a variety of topics related to mental health including twilight, half day and full day INSET sessions.

www.cwmt.org.uk/

The Children's Society is a national charity that works with the country's most vulnerable children and young people. We listen. We support. We act. Because no child should feel alone. They work directly with children, develop resources and publications and lobby on behalf of children annually, surveying them as part of their Good Childhood reports.

www.childrenssociety.org.uk/

The Mind and Soul Foundation aims to educate – sharing the best of Christian theology and scientific advances; equip – helping people meet with God and recover from emotional distress; encourage – engaging with the local church and mental health services. Of more use to staff and parents, they have a good selection of resources and articles, including the mental health access pack which was developed for churches, offering information on common mental health conditions and pastoral tips for working with those with mental health conditions.

www.mindandsoulfoundation.org/

Winston's Wish provide specialist child bereavement support services across the UK, including in-depth therapeutic help in individual, group and residential settings. www.winstonswish.org/

YoungMinds is the UK's leading charity championing the wellbeing and mental health of young people. They offer resources and bespoke training for schools and support for parents and young people. In addition they have a dedicated section on caring for the wellbeing of teachers and school staff. <https://youngminds.org.uk/>

Appendix 2

Local Support

Mind in Bradford

We provide information and support to anyone experiencing mental or emotional health problems, primarily throughout Bradford, Airedale, Wharfedale and Craven.

We're here for you. Our well-being service offers a range of groups and activities - they're all free and there is no need for any diagnosis and referral.

Book an introductory session and then join the arts and crafts group, tribal drumming, anxiety or peer support, mindfulness or anything else which could improve your well-being.

Or ring our Guide-Line helpline for telephone support every day from noon to 9pm on 01274 594 594.



One number for people of all ages experiencing a mental health crisis



You & Your Care

What is First Response?

First Response is a service that supports people experiencing a mental health crisis.

It is for people of all ages in Bradford, Airedale, Wharfedale and Craven.

We work with you, your family and other agencies to allow quick access to services that will support your recovery.

You can contact us direct. You do not have to have used any mental health services before.

When should I call First Response?

If you are experiencing something which makes you feel unsafe, distressed or worried about your mental health you should contact First Response. Examples might include:

- **Mood changes** (different to how you are usually).
- **Withdrawing** from people (close family, friends or work colleagues).
- **Not taking care of yourself** like you would usually.
- Having increased thoughts about **life not being worth living**.
- Excessive **worry**.
- Feeling **out of control**.
- Feeling **unable to cope**.
- **Changes** in the way you think.
- **Unusual** ideas.
- **Hearing voices**, or **seeing things** that others can't.
- Thinking about **harming** yourself or someone else.

Who can call First Response?

Not only can you call us direct, a friend, carer or family member can also call the team if they are concerned for your well-being.

You do not have to have used any mental health services before to contact us.



You can call **First Response** 24 hours a day, 7 days a week 01274 221181

What will happen when I call First Response?

A telecoach will answer and quickly assess your needs.

They're experienced to **talk** to people in distress and provide guidance to help you manage the situation and your feelings.

They have information on all the health, social and voluntary services available to support you. They will refer or make an appointment if it is needed. They may decide you need urgent support. In this case they will ask a first responder from our team to visit you as soon as possible.

What will a first responder do?

First responders are mental health nurses and social workers.

They **visit** you wherever you are in your time of crisis, at whatever time of day, sometimes with a member of the emergency services. They provide support to help you manage your feelings. Some can prescribe medication.

First responders provide the best possible action for you at the time. They aim to keep you at home with support, working with you to develop a crisis management plan. If you are extremely unwell they may recommend you are admitted to hospital.

What do I need to do next?

Keep this card in a safe place, such as your wallet, so that you can contact us when you need us.

Why not **save the number** in your mobile phone and make a note of it in your crisis management plan if you have one.

You may also like to **discuss this with a friend, family member or carer** so they understand what they can do should you ever need the support of **First Response**.



01274 221181

Description

Our child and adolescent mental health service (CAMHS) help children and young people in the local area who may be having problems. They may be very upset or very angry, they may be behaving in unusual ways, or their family or carers, friends or teachers may be very worried about them. CAMHS supports children and young people from pre-school years up to 16 years of age, (or up to 18 years of age if still in school) where there are severe and long standing concerns about emotional well-being and behaviours.

How can you access this service?

Referrals to CAMHS are accepted from a variety of health professionals including GPs and hospital doctors (if urgent assessment required) as well as from school nurses and health visitors.

If you think it would help to talk to somebody at CAMHS, you (or your parent or the person who looks after you) will need to speak to someone like your doctor or your school nurse. They will then tell you what you need to do and what happens next.

Where can I see someone from CAMHS?

We have two main sites:

- Fieldhead in Bradford. Telephone: 01274 723 241
- Hillbrook in Keighley. Telephone: 01535 661 531

Welcome to Bradford Counselling Services

 [Polski](#)

Bradford Counselling Services is a professional voluntary sector organisation. We offer confidential counselling for people aged 13 and over. We provide a friendly and safe environment. We work with many problems including:

- Abuse
- Anger
- Anxiety
- Assertiveness
- Bullying
- Depression
- Domestic Violence
- Guilt
- Self Esteem
- Relationships

Whatever your worry, contact us, we will help. Our team of experienced counsellors have a range of therapies and skills to help you talk about your concerns and make changes in your life.

[Register Online](#)

[Email Us](#)

Or call to book
your first appointment
01274 733 080

Opening Hours:

SAMARITANS Donate now ✉ Contact a Samaritan

How we can help ▾ Support us ▾ Search our website 🔍

🏠 > Find a branch

Bradford

Contact us

116 123 free from any phone

**6 Mornington Villas
Manningham
Bradford BD8 7HB**

What is a Family Hub?

Most prevention and early help services that are available for all babies, children, young people and families are now delivered or co-ordinated by [our four new Family Hubs](#).

Family Hubs can help you with:

- Supporting your child get ready for school
- Activities for children under five and their families and for older children and young people
- Parenting support from birth to 19 or up to 25 with a disability
- Health advice for young people and families such as maternal health and mental health
- Getting early education and free childcare
- Supporting children and young people attend school

Family Hubs also include the support provided through the 0-19 Public Health children's services team. This includes health visitors and school nurses:

- to support parents on their parenting journey, from getting ready to be parents and giving birth, to child's toddler years and starting school
- help parents with issues like baby's sleeping pattern, teething and toilet training
- help parents to look after themselves
- work within schools, other education providers and the local community to support children and young people of school age, and those who care for them
- work together with people to offer support and advice about healthy living

We also provide family key worker services for individual children, young people and families. Some people may also know this as 'Families First'.

We work closely with local schools and voluntary and community groups to support families and to help improve the lives of everyone in their area.

We work alongside other council services such as the SEND Inclusive Education Service, other education services, as well as with the police, health services and youth teams.

EMPLOYMENT SUPPORT AS UNIQUE AS YOU ARE

The Stronger Families Programme is delivered by experienced organisations in your community.

How can I get this support?
To be eligible you must have at least one dependent child, have the right to work in the UK and not be in work.

Childcare and travel expenses are available to help you access the support.

CONTACT US

LEEDS
Hub Manager: Sharon Kumar
T 0113 386 9900
E strongerfamilies@barca-leeds.org

BRADFORD
Hub Manager: Cath Ormerod
T 01274 513 300
E StrongerFamiliesBradford@barnardos.org.uk

You will have a worker who can SUPPORT YOU

The Programme includes...

Health & Well-being Support:

- Confidence building
- Building and maintaining social relationships
- Mindfulness sessions
- Leading a healthy lifestyle
- General health and well-being support including mental health needs

Employability & Skills Building:

- Links to employers across Leeds & Bradford to provide work experience and placement opportunities
- Volunteering opportunities
- Work taster visits
- Provide job application support
- Training opportunities including: literacy and numeracy, ESOL & IT
- In work communication and skills building
- Digital inclusion (e.g. IT skills, job searches)

Financial Inclusion Support:

- Debt advice and support
- Financial planning and budgeting (linking with healthy lifestyle sessions e.g. cooking on a budget).
- Support and advice with benefits and housing

Believe in children
Barnardo's

BarcaLeeds

City of Bradford MDC
www.bradford.gov.uk

Leeds CITY COUNCIL

STRONGER FAMILIES

The Cellar Trust Building brighter futures
with people recovering from mental health problems

SEARCH ...

you can help **Donate**

HOME ABOUT US WHAT WE DO SUPPORT US NEWS BLOG CAFE ONLINE SHOP CONTACT US £0.00

Home > What we do

What we do

We help people with mental health challenges. We give people hope, and we help them build brighter futures. 1 in 4 of us will face a mental health problem in any given year, so whether it's you or someone you know, we are here to help. Our services are available to people who live in Bradford, Airedale, Wharfedale and Craven.

Our mental health services:

- **Pathways to Employment** – for people over 18, who are **out of work** with moderate to severe, and/or enduring mental health problems who want to work towards a specific goal such as education, training, voluntary or paid work.
- **Steps into Employment** – for people over the age of 25, who are **out of work** with mild to moderate mental health problems and/or physical health issues who need support moving into employment.
- **Workplace Wellbeing** – free, specialist support group for people managing their mental health at work.
- **Work retention** – for people over 18, who are **in work but on sick leave** who need support to return to work.
- **Crisis support** – for people over 18, who are in severe mental distress or crisis. Open 365 days a year from 10am – 6pm.
- **Telehealth** – for guided self-help telephone appointments, you can register online at www.bmywellbeingcollege.nhs.uk or give the enrolment team a call on 0300 555 5551.