



Cherry Tree  
EDUCATION

# CHERRY TREE SCHOOL MENTAL HEALTH AND WELL-BEING POLICY

DATE AGREED / REVIEWED: SEPTEMBER 2020

DATE OF NEXT REVIEW: SEPTEMBER 2021

HEADTEACHER SIGNATURE:

MANAGEMENT COMMITTEE CHAIR SIGNATURE:

ALL STAFF MUST HAVE ACCESS TO THIS POLICY, AND SIGN TO CONFIRM THAT THEY HAVE READ, UNDERSTOOD AND WILL ADHERE TO ITS CONTENTS.

# Cherry Tree Mental Health and Well Being Policy

## Introduction

At our school, we are committed to supporting the mental health and wellbeing of our students and staff. Our culture is supportive, caring, and respectful. We encourage students to be open and we want each student to have their voice heard. At our school, we know that everyone experiences different life challenges, and that each of us may need help to cope with them sometimes. We understand that anyone and everyone may need additional emotional support. At our school, positive mental health is everybody's responsibility. We all have a role to play.

## Aim

The aim of our policy is to demonstrate our commitment to the mental health of our staff and students. At our school, we will always:

- Help children to understand their emotions and experiences better.
- Ensure our students feel comfortable sharing any concerns and worries.
- Help children to form and maintain relationships.
- Encourage children to be confident and help to promote their self-esteem.
- Help children to develop resilience and ways of coping with setbacks. We will always promote a healthy environment by:
  - ✓ Promoting positive mental health and emotional wellbeing in all students and staff.
  - ✓ Celebrating both academic and non-academic achievements.
  - ✓ Promoting our school values and encouraging a sense of belonging and community.
  - ✓ Providing opportunities to develop a sense of worth and to reflect.
  - ✓ Promoting our students' voices and giving them the opportunity to participate in decision making.
  - ✓ Celebrating each student for who they are and making every student feel valued and respected.
  - ✓ Adopting a whole school approach to mental health and providing support to any student that needs it.
  - ✓ Raising awareness amongst staff and students about mental health issues and their signs and symptoms.
  - ✓ Enabling staff to respond to early warning signs of mental-ill health in students.
  - ✓ Supporting staff who are struggling with their mental health.

## Key Staff Members

All staff members have a responsibility to promote the mental health of students and each other. However, certain staff members have a specific role in the process. These are:

- Our DSL – Emma Brown

- Mental Health Lead – Soo Finn

If a member of staff is concerned about the mental health and wellbeing of a student, then in the first instance they should speak to either Emma Brown or Soo Finn and or discuss at the daily de-brief. If a child presents a medical emergency then relevant procedures will be followed, including involving the emergency services.

### **Teaching about Mental Health**

Our PSD curriculum is developed to give students the skills, knowledge, and understanding they need to keep themselves mentally healthy. This includes developing resilience techniques. We will regularly review our PSD curriculum and lesson content to ensure that they're meeting the aims outlined in this policy. We'll also implement this into our curriculum at all stages to provide students with strategies to help keep them mentally well.

### **Support at school and signposting**

We have a range of support available in school for any students struggling, as listed below:

- School Counsellor
- Access to Educational Psychologist
- Links to CYPMHS
- 1-1 Individual Development sessions
- Agreed out of hours support from the DSL and Mental Health Lead
- Leaflet information for pupils and parents for other available services

### **Identifying needs and warning signs**

All of our staff will be trained in how to recognise warning signs of common mental health problems. This means that they will be able to offer help and support to students who need it, when they need it. These warning signs will always be taken seriously and staff who notice any of these signs will communicate their concerns with the DSL or Mental Health Lead or at the de-brief meetings as appropriate. As staff have secure attached relationships with all the pupils, they are able to spot the differences when the presentation of their ongoing mental health issues change, or are different in anyway. Some of the signs that things have changed or worsened are:

- Physical signs of harm.
- Changes in eating and sleeping habits.
  - Increased isolation from friends and family and becoming socially withdrawn.
- Changes in mood.
- Talking and/or joking about self-harm and/or suicide.
- Drug and alcohol abuse.
- Feelings of failure, uselessness, and loss of hope.
- Secretive behaviour.

- Clothing unsuitable for the time of year, e.g. a large winter coat in summer.
- Negative behaviour patterns, e.g. disruption. Staff will also be able to identify a range of issues, including:
  - Attendance and absenteeism.
  - Punctuality and lateness.
  - Changes in educational attainment and attitude towards education.
  - Family and relationship problems.

Finally, staff will be well placed to identify any additional needs arising from difficulties that may impact a child's mental health and wellbeing, such as bereavement and health difficulties.

### **Managing Disclosures**

If a student discloses concerns about themselves or a friend, to any member of staff, then all staff will respond in a calm, supportive, and non-judgemental manner and follow the Cherry Tree Education safeguarding procedures laid out in the Safeguarding and Child Protection policy.

### **Working with Parents and Carers**

We aim to support parents as much as possible. This means keeping them informed about their child and offering our support at all times. To support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing that we have in our school.
- Share and allow parents / carers to access further support.
- Ensure that parents / carers are aware of who to talk to if they have any concerns about their child.
- Give parents / carers guidance about how they can support their child's/children's positive mental health.

### **Training**

All staff will receive regular training in child mental health so that they can recognise and respond to mental health issues.

**This policy will be reviewed annually by the Headteacher and or the Management Committee**