

Greenwood School

Student Mental Health and Well-Being Policy



Date of Policy Issue/Review	October 2025	Review Date: Sept 2026
Name of Responsible Manager	Fiona Leagas	
Signature of Responsible	F. Leagas	

Aims

Encouraging positive mental health and wellbeing is an integral part of our culture at Greenwood School. This includes our students, those they reside with, staff at Greenwood and those within our local community.

This policy sets out our approach to mental health and wellbeing for all parties.

Those experiencing mental health and wellbeing difficulties should not face discrimination and we, at Greenwood are committed to helping identify these difficulties and supporting people to overcome them.

Links to other policies

Attendance Policy
Child Protection Policy
Drugs Policy
Equalities Policy
Personal Development Learning Policy
SEN Policy
Self-Harm Policy
Safeguarding Policy
SMSC Development Policy
Student Needs and Relationship Policy
Supporting Students with Medical Needs Policy
Staff Well Being Policy

Ethos and Culture

We recognise that everyone has the potential to experience mental health and wellbeing difficulties at some point in their life and have an ethos, which encourages support and respect for those struggling, as well as those around them. At Greenwood, we aim to identify specific needs during the referral process as well as during our baseline assessment days. Should difficulties arise whilst the young person is attending Greenwood, we will endeavour to react in a timely manner, gaining the required support whilst ensuring all those involved are supported during the process.

At the same time, we adopt a proactive stance by incorporating regular positive mental health and wellbeing activities. We actively encourage open communication between staff, students and their parents / carers, we ensure every lesson includes an attribute focus to improve mental health and wellbeing and we constantly model positive responses to challenging situations, thoughts and emotions.

At Greenwood, we use the Window of Tolerance to support students' mental health and well-being, we also discuss the 'drivers' behind all behaviours to ensure we are meeting the young person's needs. When required, we complete Person Centred Planning to support a student to make progress, and regularly undertake formulations to understand behaviour, its drivers and ways to support healthy change.

Role of the Mental Health Lead

Greenwood School has a designated Lead for Mental Health. The Government has advised that the mental health lead acts as a champion for mental health and wellbeing, reporting to the Leadership Team.

Their role is to have a whole school overview and to coordinate the school's approach to positive mental health and wellbeing.

As endorsed by the Department for Education, they will:

- Oversee the whole school approach to mental health and wellbeing, including how it is reflected in the design of behaviour policies, curriculum and pastoral support, how staff are supported with their own mental wellbeing and how pupils and parents are engaged
- Support the identification of at risk young people and young people exhibiting signs of mental ill health
- Have a knowledge of the local mental health services and encourage clear links into children and young people's mental health services; referring children and young people into NHS services where it is appropriate to do so
- Coordinate the mental health needs of young people within the school and deliver intervention where appropriate
- Support staff in contact with children with mental health needs to help raise awareness, and give all staff the confidence to work with young people
- Oversee and monitor the outcomes of interventions, on children and young people's education and wellbeing.

Leadership

The Mental Health Lead – F. Leagas reports directly to the Headteacher and meets regularly with the Senior Leadership Team to discuss the provision for staff and pupil mental health and wellbeing. At Greenwood, we also have a Well Being Working Party who are key to ensuring an inclusive environment.

Staff Support and Supervision

Greenwood's mental health lead is fully trained in a number of therapeutic interventions and receives supervision for her caseload. The Mental Health Lead does not receive supervision for this role, nor do they receive personal supervision. The Mental Health Lead has initiated Solution Circles - groups of up to 6 staff members who meet once a half term and bring any concerns regarding students. The group supports each other to work through these concerns and provide support for both the staff member and the student. At Greenwood we also have an ELSA who receives group supervision from the Educational Psychology Service. All staff are able to gain support from our linked Hampshire County Council's Educational Psychologist

Young People

Identification

Students with mental health difficulties are often identified by those closest to them. Any concerns can be discussed with the young person's keyworker during the daily home / school contact or during the Individual Education Plan process. Immediate concerns can be shared with the reception team via phone throughout the school day. The keyworker and reception team will always ensure the Mental Health Lead is informed of concerns. The Mental Health Lead is also one of the Designated Deputy Safeguarding Leads, a First Aider and she is also the SENDCo.

Support

Greenwood supports students and their parents / carers / families in a number of ways. We have daily contact with parents / carers via the young person's keyworker. We have half termly Individual Education Plan meetings with the young person and their parent / carer. Mental Health and Wellbeing form an integral part of both of these interactions. Every lesson includes an Attribute focus which is centred around positive mental health and wellbeing. Every young person undertakes an attribute questionnaire on entry to Greenwood and this informs the support required whilst at Greenwood. Progress is assessed regularly and feedback given to students, staff and their parents / carers.

We are experienced in supporting young people who are coming to us from Tier 4 mental health support as a voluntary admission or as an involuntary admission under a Section (Mental Health Act). We also support those moving into Tier 4 support. We often work closely with the intensive support service (i2i) as well as community placement services for those young people accommodated on a Section 20, Interim Care Order or Full Care Order. We can support students moving to other parts of the Country due to requiring a more secure placement. We are also able to offer support to young people if they are admitted to the General Hospital whilst attending Greenwood School. Support is assessed on an individual basis and for an agreed amount of time.

Interventions

At Greenwood, students receive regular input on mental health and wellbeing through their PSHE and PDL lessons, as well as during keyworker times. Students can participate in time limited group interventions which focus on areas of need. Students can also participate in group or individual ELSA sessions if this is deemed appropriate. Referrals can also be made to our Mental Health Lead for direct one to one work. She is qualified in a number of different therapeutic interventions and offers these onsite and also as part of our outreach work for local referring schools.

Greenwood has strong links with New Forest CAMHS and we meet regularly to work together, when deemed appropriate. We also have strong links with the Mental Health Support Team who provide one to one support for some of our students, as well as some groups / workshops / parent / carer focused workshops. We can also work with Forensic CAMHS and YOT CAMHS if required. Greenwood's Mental Health Lead can refer to these organisations as well as to a wide variety of others including; The Early Intervention Team, Eating Disorders Service, Hampshire Youth Access, Youth and Family Matters, Yellow Door, Winston's Wish.

Wellbeing

Greenwood provides numerous wellbeing activities and approaches for our young people and their parents / carers. We adopt a positive approach and use strategies appropriate to us being an Attachment and Trauma Aware School, as well as a Restorative Approach to ensure positive mental health and wellbeing is central to all of our interactions and decisions.

Arrangements

The Mental Health Lead and Senior Leadership Team meet regularly to monitor the provision of mental health and wellbeing across the school. We also regularly include all staff in this monitoring.

Raising Concerns

If a staff member has concerns regarding Young Person, they should alert their keyworker, one of the Safeguarding Team, as well as the Mental Health Lead. In most cases, Parents / Carers will be approached regarding concerns.

Training

As part of the Mental Health and Wellbeing Action Plan, the Senior Leadership Team assess and review the training needs of teaching and non-teaching staff, Governors and Senior Leaders. Training is ongoing at Greenwood School and encompasses both general and specific training depending on current need.

Contacts – Should you wish to discuss any of the information within this policy please contact Fiona Leagas – 02380 423827 / f.leagas@greenwood.hants.sch.uk

Review Date – September 2026

