

Greenwood School

Mental Health and Wellbeing Policy



Date of Policy Issue/Review	September 2022	Review Date: September 2023
Name of Responsible Manager Signature of Responsible Manager	Fiona 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 experiences 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

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.

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;
- Knowledge of the local mental health services and working with clear links into children and young people's mental health services to refer children and young people into NHS services where it is appropriate to do so;
- Coordination of the mental health needs of young people within the school or college and oversight of the delivery of interventions where these are being delivered in the educational setting;
- 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.

Staff Support and Supervision

Greenwood's mental health lead is fully trained in a number of therapeutic interventions and receives supervision for her caseload directly from CAMHS (Community and Adolescent Mental Health Service). 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'. Solution Circles are groups of up to 6 staff members who meet once a half term and bring any difficulties they are experiencing. The group supports each other to work through these challenges and provide support for mental health and wellbeing. Our ELSA receives group supervision from the Educational Psychology Service.

Staff who feel they would benefit from direct one to one or group supervision can approach the Mental Health Lead in the first instance.

As employees, staff who feel they need support are able to access the following services

- The Education Support Partnership - a free service for all those working in education in the UK, 08000 562 561, <https://www.educationsupportpartnership.org.uk/>

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 during a student's stay at Greenwood. Progress is assessed regularly and feedback given to students, staff and their families.

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 able to offer support to young people if they are admitted to the General Hospital. 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 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 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, No Limits, Youth and Family Matters, Yellow Door, Winston's Wish.

Wellbeing

Greenwood provides numerous wellbeing activities and approaches for our young people and their families. We adopt a positive approach and use strategies from the Pivotal approach, Attachment and Trauma Aware Schools approach 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 about the mental health of a colleague, they should try and speak to them. If they remain concerned, they are able to talk in confidence to either the Mental Health Lead, the Deputy Headteacher, the Head Teacher or a Governor.

If someone has a concern about the mental health of a pupil, they should initially speak to their Keyworker or the Mental Health Lead.

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.