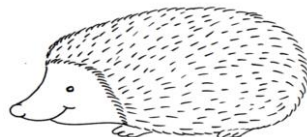




HEDGEWOOD SCHOOL

Mental Health and Wellbeing Policy

2020 - 2021



Mental Health and Wellbeing Policy

Hedgewood is committed to providing outstanding educational opportunities for all our pupils. The safety, welfare and wellbeing of our pupils is of the utmost importance, and we are committed to proactively safeguarding the mental and physical wellbeing of every member of the Hedgewood community.

This policy sets out our commitment to support the mental health and wellbeing of all our pupils and staff. **It forms part of that strategy to foster resilience and provide a proactive safeguarding and wellbeing offer.** There is a separate policy supporting staff mental health and wellbeing; however, both policies aim to ensure that every member of our community is able to learn and work in an environment that promotes and supports good mental and physical health.

This policy has been developed in consultation with staff and is written with reference to Government guidance and law including 'Keeping children safe in education' (DfE, September 2018), 'Mental health and Behaviour in Schools' (DfE, November 2018) and 'Transforming children and Young People's Mental Health: (a green paper' (DfE/DHSC, December 2017 on which our SEND capital bid was based), as well as 'Relationships and Sex Education (RSE) and Health Education: Draft statutory guidance for governing Boards, Head teachers, senior leadership teams, teachers' (DfE, February 2019). We recognise that supporting mental health and wellbeing forms part of our overall commitment to safeguarding, and as such, this policy should be read in conjunction with the Child Protection & Safeguarding Policy as well as the other related policies and procedures listed at the end of this document.

MENTAL HEALTH AND WELLBEING

Mental health is an integral and essential component of health. The World Health Organisation March 2018 constitution states: "Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity."

Mental health is a state of wellbeing in which an individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community. Hedgewood aims to promote the development and maintenance of mental health, health and wellbeing within all of its provisions and associated services.

Our approach has been developed in line with Department for Education guidance which summarises the role of educational providers as:

- Prevention: creating a safe and calm environment where mental health problems are less likely, improving the mental health and wellbeing of the whole school population, and equipping pupils to be resilient so that they can manage the normal stress of life effectively;
- Identification: recognising emerging issues as early and accurately as possible;

- Early support: helping pupils to access evidence based early support and interventions; and
- Access to specialist support: working effectively with external agencies to provide swift access or referrals to specialist support and treatment.

A whole school emotional wellbeing approach that moves beyond learning & teaching to cover all aspects of school life has been found to be effective in bringing about sustained health benefits. Hedgewood is committed to maximising opportunities for pupils to engage with emotional health and wellbeing education. Opportunities include development of: communication, the Essential 8 skills (EfL), sensory toolboxes, emotional regulation and social understanding. It is also developed through curricular strands such as PSHE & Wellbeing, the Connect curriculum, Relationships and Sex Education, (RSE), E-safety, PE; outdoor learning opportunities and whole school activities including assemblies as well as participation in local and national initiatives such as Mental Health Awareness Week and Autism Awareness week.

Curriculum delivery will be tailored to promote the key aspects of improving wellbeing. It will focus on creating a physically, emotionally and socially rich environment where key relationships can thrive and pupils can feel secure in their learning.

School based programmes which are linked to the curriculum pathways will promote pupil voice through developing independence and choice making.

Staff will have access to training sessions and signposting to approaches and resources that will support their own emotional health and wellbeing with an aim to foster teamwork and create solidarity.

Clear identification, impact and outcomes measures will feed into the school based programmes and the targeted interventions that will be offered to pupils.

Where possible, pupils are encouraged to advocate for themselves and their peers through student voice initiatives such as School Council. Classes are encouraged to develop a culture of openness and to ensure that pupils are aware of named adults within the school that they can speak to, including the Designated Safeguarding Lead (DSL) and trained Mental Health First Aiders.

In order to ensure that staff understand how to support good mental health and wellbeing, as well as maintain the necessary boundaries, Hedgewood has developed a range of training and development opportunities. Regular safeguarding and wellbeing updates are delivered at staff training, and a range of ASC -specialist training modules such as TEACCH, are available to staff. Mental Health First Aid is delivered in-house by the Designated Safeguarding Lead and Wellbeing Team. The Mental Health First Aiders for pupils and staff receive regular supervision and training from the Designated Safeguarding Lead.

The Hedgewood Designated Safeguarding Lead & Wellbeing team will:

- Provide regular supervision, training, advice including a focus on student mental health and wellbeing;
- Deliver Mental Health First Aid training to Hedgewood staff;
- Ensure that their own training is regularly updated;
- Regularly report to Hedgewood SLT on safeguarding matters including student mental health and wellbeing.

Senior Leadership Team will:

- Promote a culture of mutual respect, trust between pupils and staff and the fostering of a positive learning environment;

- Ensure that staff are able to access relevant training and that it is regularly updated as appropriate e.g. Healthy Minds, Mental Health First Aid
- Ensure that staff supporting Pupils through challenging situations such as self-harm or self-injurious behaviour are themselves well supported via appropriate channels e.g. immediate and follow-up debriefs, access to Hedgewood Occupational Health support and the Employee Assistance Programme etc. – please refer to the Hedgewood Staff Mental Health and Wellbeing Policy for further details;
- Regularly report on student wellbeing to the Governing Body;
- detail how student wellbeing is supported within the school as part of overall safeguarding, including referral routes, partnerships with any external agencies such as clinical psychology services (Hillingdon CAMHS LD), staff training and responsibilities etc.

The Designated Safeguarding Lead (DSL) will:

- Adopt the role of Designated Mental Health Lead and undertake any relevant training in this regard;
- Ensure that mental and physical wellbeing considerations are embedded within safeguarding and child protection practice, including environmental and social factors that form part of the provision’s contextual safeguarding approach;
- Ensure that all staff understand their safeguarding duties in relation to mental and physical wellbeing;
- Liaise with the Link governor for Mental Health and Wellbeing and Child Protection & Safeguarding in order to regularly review systems for supporting good mental and physical health and wellbeing within their provision.

Mental Health First Aiders will:

- Undertake and regularly refresh their Mental Health First Aid training in order to provide non-diagnostic and non-judgemental support for mental health and wellbeing within their provision;
- Provide relevant advice and support to pupils/Pupils and staff as required, including signposting to appropriate sources of further support e.g. GP, CAMHS or other healthcare professional.

All staff will:

- Treat all people with dignity and respect;
- Understand their safeguarding duties in relation to Pupils’ mental and physical health and wellbeing, and raise any concerns promptly with the DSL or other members of the safeguarding team;
- Adhere to this policy and any related policies and procedures.

All Pupils will:

- Be encouraged to treat themselves and others with dignity and respect;
- Engage in Emotional health and wellbeing curriculum-related topics and activities;
- Be encouraged to raise any wellbeing concerns with staff;
- Adhere to this policy and any related policies and procedures.

POLICY REVIEW DETAILS

Document Reviewed by SLT/GB annually or in response to changed government advice.

Readers are: staff, parents, governors, others

Adopted by GB in Spring Term 2020