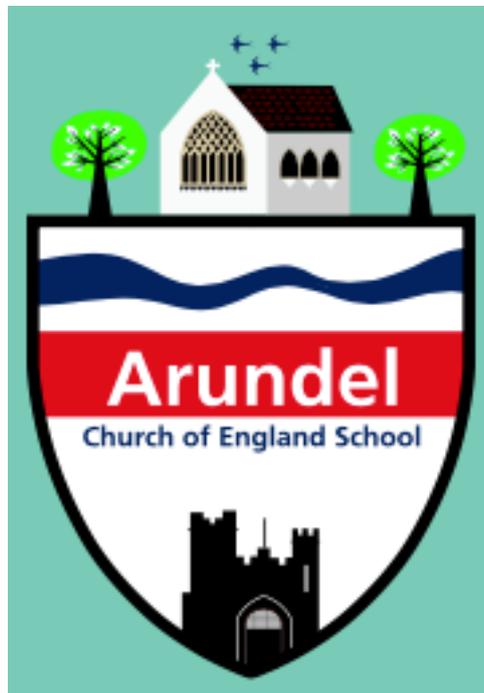


# ACE Mental Health and Wellbeing Policy 2019 - 2022

## Arundel Church of England Primary School



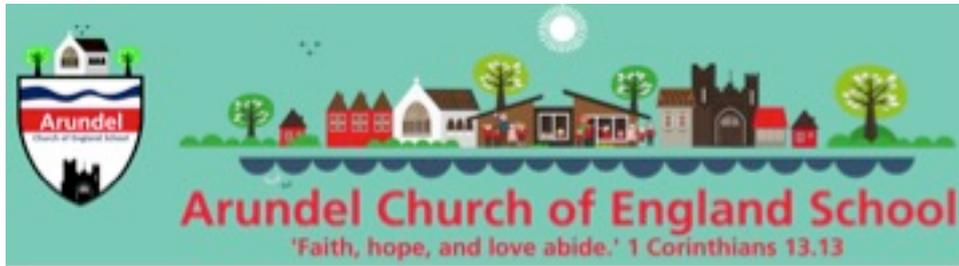
**Approved by:**

**Date:** September 2019

**Last reviewed on:** April and the September 2019

**Next review due  
by:** September 2022

1  
1 Corinthians 13:13 And now these three remain: faith, hope and love. But the  
great of these is love



## **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)*

In our school our Christian vision shapes all we do and we are committed to an education that enables our ACE pupils to live life in all its fullness and fulfils the words of Jesus in John 10:10 “I came that they might have life, and have it abundantly.”

In addition we aim to promote positive mental health for every member of our staff and pupil body. This is in line with our Mission Statement which states, “We stress the development of each child as a unique person. We nurture them to become confident, caring, respectful and responsible members of our global society.” We pursue this aim using both universal, whole school approaches and specialised, targeted approaches aimed at vulnerable pupils.

In addition to promoting positive mental health and wellbeing, we aim to recognise and respond to need as it arises. By developing and implementing practical, relevant and effective mental health and wellbeing policies and procedures we can promote a safe and stable environment for pupils affected both directly, and indirectly by mental health and wellbeing issues.

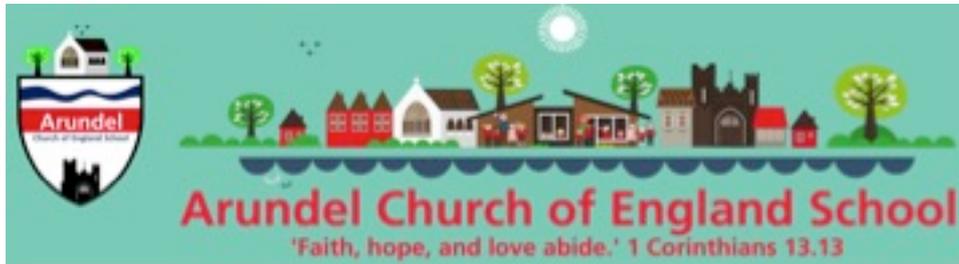
### **Scope**

This document describes the school’s approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff including non-teaching staff and governors.

This policy 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.

The policy aims to:

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



- Promote positive mental health and wellbeing in all staff and pupils
- 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

This policy is linked to our school vision statement which states

***'Faith, hope, and love abide.' 1 Corinthians 13.13***

Growing closer to God in faith;

Flourishing through the Gospel of hope;

Reaching out to our neighbours in love;

Rooted in the Christian faith, and with a love of learning in our hearts, our vision inspires us to grow into the people God is calling us to be.

**ACE VALUES**

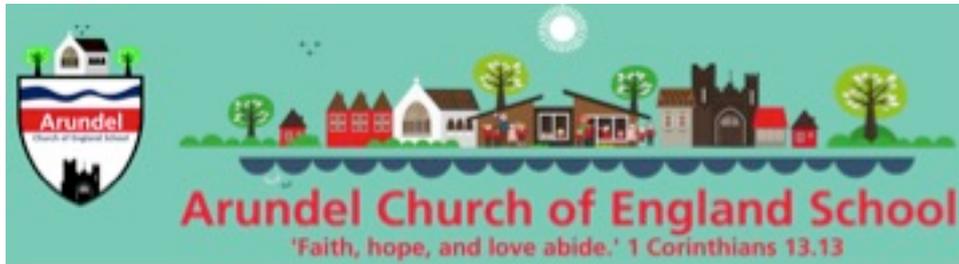
Faith, Hope and Love

**Lead Members of Staff**

Whilst all staff have a responsibility to promote the mental health of pupils, staff with a specific, relevant remit include:

- Andrew Simpson - Designated Child Protection / Safeguarding Officer
- Hayley Meyer - Mental Health and Emotional Wellbeing Lead
- Karen Jones - Lead First Aider
- Father David Twinley - Pastoral Lead
- Andrew Simpson - CPD Lead
- Hayley Meyer - Head of PSHE and Character Education

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



Alison Ferrier – Religious Education Lead

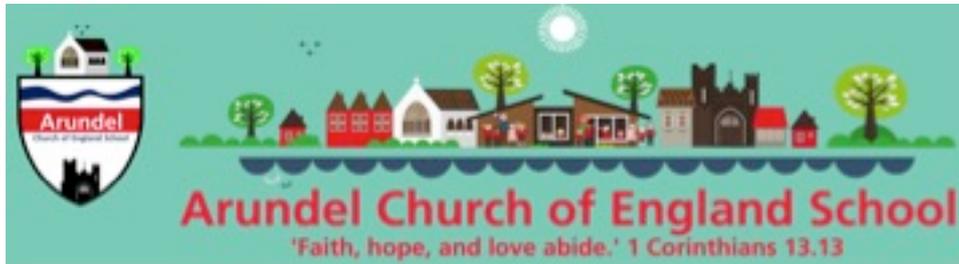
Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the Mental Health Lead in the first instance. If there is a fear that the pupil is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the Designated Child Protection Officer staff 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 Hayley Meyer, Mental Health Lead. Guidance about referring to CAMHS is provided in the SEND policy but a summary of how to referral can be found in Appendix A.

### **Individual Care Plans**

It is helpful to draw up an individual care plan for a pupil 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, which includes units of work linked to Character Education developed by The Jubilee Centre for Character and Virtues, University of Birmingham

<https://www.birmingham.ac.uk/research/activity/education/jubilee-centre/index.aspx> .

The specific content of lessons will be determined by the specific age and 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 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. Support available in terms of contacts within our school and local community, who it is aimed at and how to access it is outlined in Appendix B.

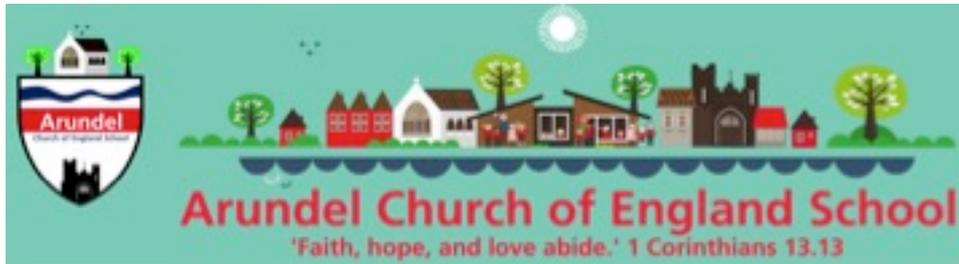
We will display relevant sources of support in communal areas and toilets and will regularly highlight sources of support to pupils within relevant parts of the curriculum. Whenever we highlight sources of support, we will increase the chance of pupil help-seeking by ensuring pupils understand:

- 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 Mrs Meyer, our Mental Health and Emotional Wellbeing Lead.

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



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.

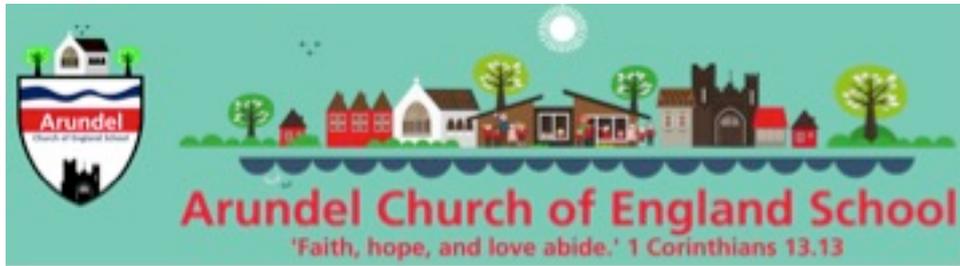
If a pupil chooses to disclose concerns about their own mental health or that of a friend to a member of staff, the member of staff's response should always be calm, supportive and non-judgemental.

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?' For more information about how to handle mental health disclosures sensitively see Appendix C and look at the Local Authority Mash site <https://www.westsussexscp.org.uk/2016/04/multi-agency-safeguarding-hub-mash/>.

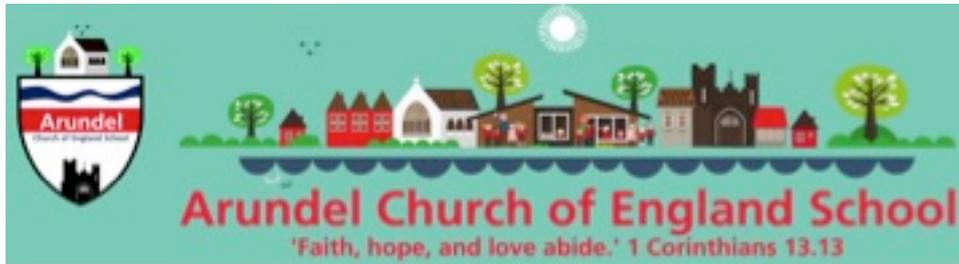
All disclosures should be recorded in writing and held on the pupil's confidential file and on CPOMs. This written record should include:

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

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This information should be shared with the mental health lead, Hayley Meyer who will provide store the record appropriately and offer support and advice about next steps. See Appendix A for guidance about making a referral to CAMHS.



## **Confidentiality**

We should 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 should discuss 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.

It is always advisable to share disclosures with a colleague, usually the Mental Health and Emotional Wellbeing Lead Hayley Meyer, this helps to safeguard our own emotional wellbeing as we are no longer solely responsible for the pupil, it ensures continuity of care in our absence and it provides an extra source of ideas and support. We should explain this to the pupil and discuss with them who it would be most appropriate and helpful to share this information with.

Parents should be informed if there are concerns about their mental health and wellbeing and pupils may choose to tell their parents themselves. If this is the case, the pupil should be given 24 hours to share this information before the school contacts parents. We should always give pupils the option of us informing parents for them or with them.

If a child gives us reason to believe that there may be underlying child protection issues, parents should not be informed, but the child protection officer Andrew Simpson must be informed immediately.

## **Working with Parents**

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 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 confidential 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:

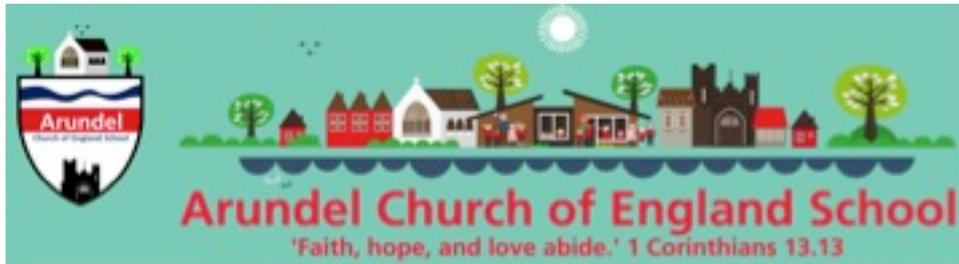
- Highlight sources of information and support about common mental health issues on our school website
- Ensure that all parents are aware of who to talk to, and how to go about this, if they have concerns about their own child or a friend of their child
- Make our mental health policy easily accessible to parents
- 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 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. Friends often want to support but do not know how. In the case of self-harm or eating disorders, it is possible that friends may learn unhealthy coping mechanisms from each other. In order to keep peers safe, we will consider on a case-by-case basis which friends may need additional support. Support will be provided either in one-to-one or group settings and will be guided by conversations by the pupil who is suffering and their parents with whom we will discuss:

- What it is helpful for friends to know and what they should not be told
- How friends can best support
- Things friends should avoid doing / saying which may inadvertently cause upset

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



- Warning signs that their friends can help to spot (e.g. signs of relapse)

Additionally, we will want to highlight with peers:

- Where and how to access support for themselves
- Safe sources of further information about their friend's condition
- Healthy ways of coping with the difficult emotions they may be feeling

## Training

As a minimum, all 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.

We will host relevant information on our virtual learning environment for staff who wish to learn more about mental health. The MindEd learning portal provides free online training suitable for staff wishing to know more about a specific issue.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations with one or more pupils.

Where the need to do so becomes evident, we will host twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health.

Suggestions for individual, group or whole school CPD should be discussed with Andrew Simpson, our CPD Coordinator, who can also highlight sources of relevant training and support for individuals as needed.

## Policy Review

This policy will be reviewed every 3 years as a minimum. It is next due for review in September 2022.

Additionally, this policy will be reviewed and updated as appropriate on an ad hoc basis. If you have a question or suggestion about improving this policy, this should be addressed to Hayley Meyer our mental health lead via phone 01903 883149 or email [reception@arundel.w-sussex.sch.uk](mailto:reception@arundel.w-sussex.sch.uk).

This policy will always be immediately updated to reflect personnel changes.

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



## **Appendix A – How to make a referral to CAMHS**

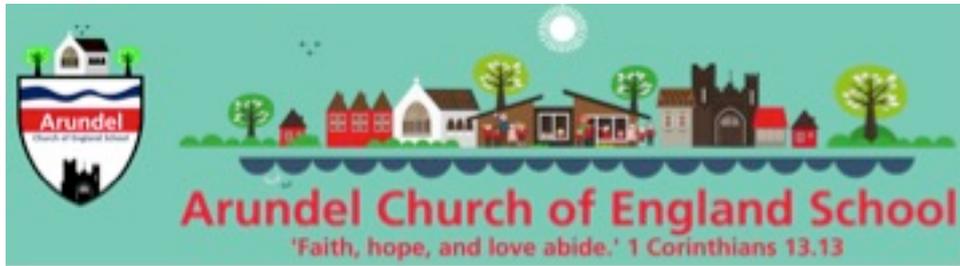
### **Referrals and appointments**

#### **What is a referral and how do you get one?**

A referral is when someone who works with your child, often a general practitioner (GP), health visitor or social worker, has requested for your child to have an appointment with CAMHS. They should discuss a referral with you before it is made. Some clinics also accept self-referrals from young people or parents/carers.

The person referring your child usually writes a letter to CAMHS or completes a referral form explaining the reasons why they think it would be helpful for your child to get support. You can ask them to do this for you if your local CAMHS does not accept self-referrals.

Once your child has been referred to CAMHS, the team will decide whether they think they will be able to provide useful support for your family. If so, you will be contacted by the team. CAMHS professionals will usually invite you to attend the initial meeting or assessment with your child. There can be a wait between the time the referral is made and the first CAMHS appointment, but this how long this takes can vary.



## **Appendix B – Signposts of where you can get help**

The Healthy Child Programme is not an emergency service, and does not have an ‘out of hours’ service.

### I. Contact Details

#### **Infant Feeding Team**

Room 65 Zachery Merton Hospital  
Glenville Road  
Rustington BN16 2EA  
Tel: 01903 858129

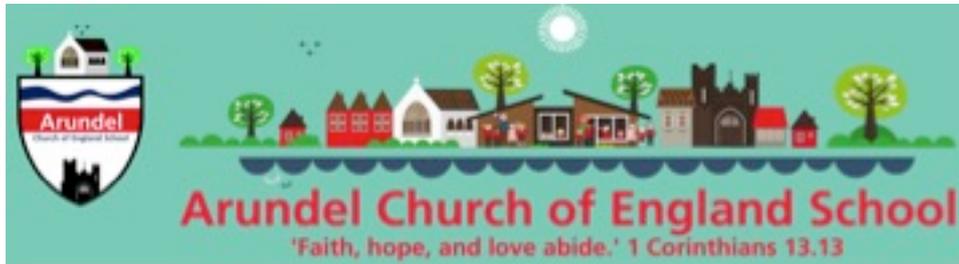
#### **Healthy Futures Team (West Sussex)**

Rose Wing  
Horsham Hospital  
Hurst Road  
Horsham RH12 2DR  
Tel: 01403 620 450  
Email: [sc-tr.westsussexHFT@nhs.net](mailto:sc-tr.westsussexHFT@nhs.net)

#### **Crawley (East)**

Pound Hill Family and Children Centre  
Pound Hill  
Crawley Lane  
Crawley RH10 7EB  
Tel: 01293 227809  
Email: [sc-tr.crawleyeasthcpteam@nhs.net](mailto:sc-tr.crawleyeasthcpteam@nhs.net)

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**Crawley (Central)**

4th Floor Red Wing  
Crawley Hospital  
West Green Drive  
Crawley RH11 7DH  
Tel: 01293 600300 ext.3271  
Email [SC-TR.crawleycentralhcpteam@nhs.net](mailto:SC-TR.crawleycentralhcpteam@nhs.net)

**Crawley (South)**

Broadfield Children & Family Centre  
Creasys Drive  
Broadfield  
Crawley RH11 9HJ  
Tel: 01273 666476  
Email: [sc-tr.crawleysouthhcpteam@nhs.net](mailto:sc-tr.crawleysouthhcpteam@nhs.net)

**Mid Sussex (North)**

Blackwells Children and Family Centres  
Blackwells Road  
East Grinstead RH19 3JL  
Tel: 01342 325513  
Email: [sc-tr.midsxnorthhcpteam@nhs.net](mailto:sc-tr.midsxnorthhcpteam@nhs.net)

**Mid Sussex (South)**

Sidney West Primary Care Centre  
Laylands Road  
Burgess Hill RH15 8HS  
Tel: 01273 696011 ext.6605  
Email: [sc-tr.midsxsouthhcpteam@nhs.net](mailto:sc-tr.midsxsouthhcpteam@nhs.net)

**Horsham (North)**

Rose Wing, Horsham Hospital  
Hurst Road  
Horsham RH12 2DR  
Tel: 01403 620 450  
Email: [sc-tr.horshamnorthhcpteam@nhs.net](mailto:sc-tr.horshamnorthhcpteam@nhs.net)

**Horsham (South)**

Little Footsteps Children and Family Centre  
24-26 West Street  
Storrington RH20 4EE  
Tel: 01273 696011 ext.4524  
Email: [sc-tr.horshamsouthhcpteam@nhs.net](mailto:sc-tr.horshamsouthhcpteam@nhs.net)

**Adur (Shoreham/Lancing)**

Unit 3, The Quadrant  
60 Marlborough Road  
Lancing Business Park  
Lancing BN15 8UW



Tel: 01273 696011 ext.1555

Email: [sc-tr.adurhcpteam@nhs.net](mailto:sc-tr.adurhcpteam@nhs.net)

### **Worthing (East)**

Unit 3, The Quadrant

60 Marlborough Road

Lancing Business Park

Lancing BN15 8UW

Tel: 01273 696011 ext.6160

Email: [sc-tr.worthingeasthcpteam@nhs.net](mailto:sc-tr.worthingeasthcpteam@nhs.net)

### **Worthing (West)**

Durrington Children and Family Centre

81 Salvington Road

Durrington

Worthing BN13 2JD

Tel: 01903 258975

Email: [sc-tr.worthingwesthcpteam@nhs.net](mailto:sc-tr.worthingwesthcpteam@nhs.net)

### **Arun Littlehampton**

Zachary Merton Hospital

Glenville Road

Rustington BN16 2EB

Tel: 01903 858129

Email: [sc-tr.aruneasthcpteam@nhs.net](mailto:sc-tr.aruneasthcpteam@nhs.net)

### **Bognor (Central)**

The Treehouse Children and Family Centre

1 Laburnum Grove

Bognor Regis PO22 9HT

Tel: 01243 642884

Email: [sc-tr.bognorcentralhcpteam@nhs.net](mailto:sc-tr.bognorcentralhcpteam@nhs.net)

### **Bognor (Rural West)**

Arundel Lodge

Chichester Road

Arundel BN18 0AB

Tel: 01903 276999

Email: [sc-tr.ruralwesthcpteam@nhs.net](mailto:sc-tr.ruralwesthcpteam@nhs.net)

### **Chichester**

2nd Floor, Bicentennial Building

Southern Gate

Terminus Road

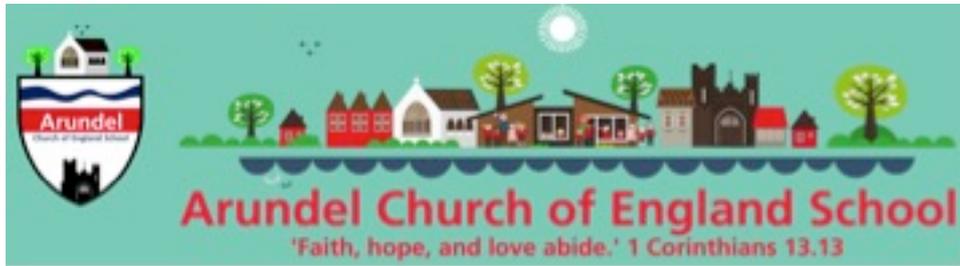
Chichester PO19 8EZ

Tel: 01273 666451

Email: [sc-tr.chichesterhcpteam@nhs.net](mailto:sc-tr.chichesterhcpteam@nhs.net)

## 2. Opening Hours

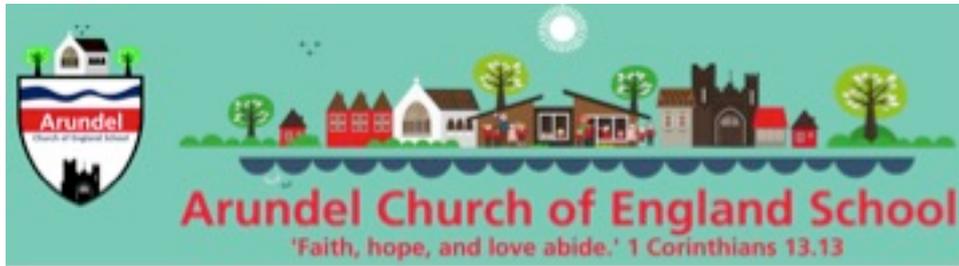
**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



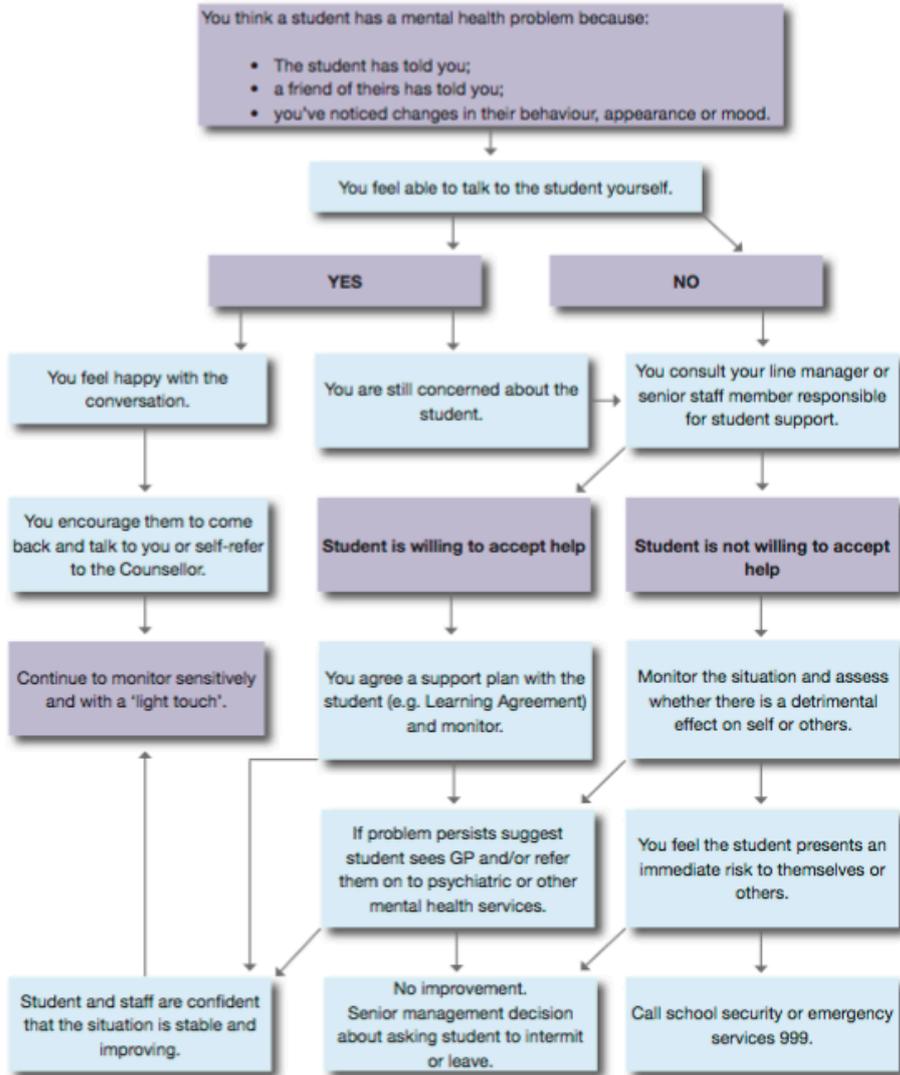
Monday - Friday 8am - 5.30pm

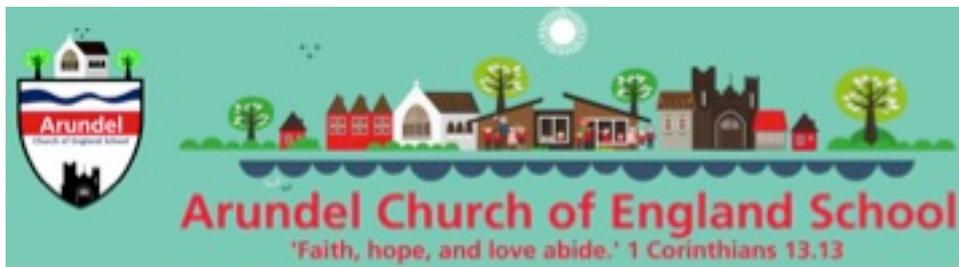
### **Appendix C Mental Health signs**

**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**



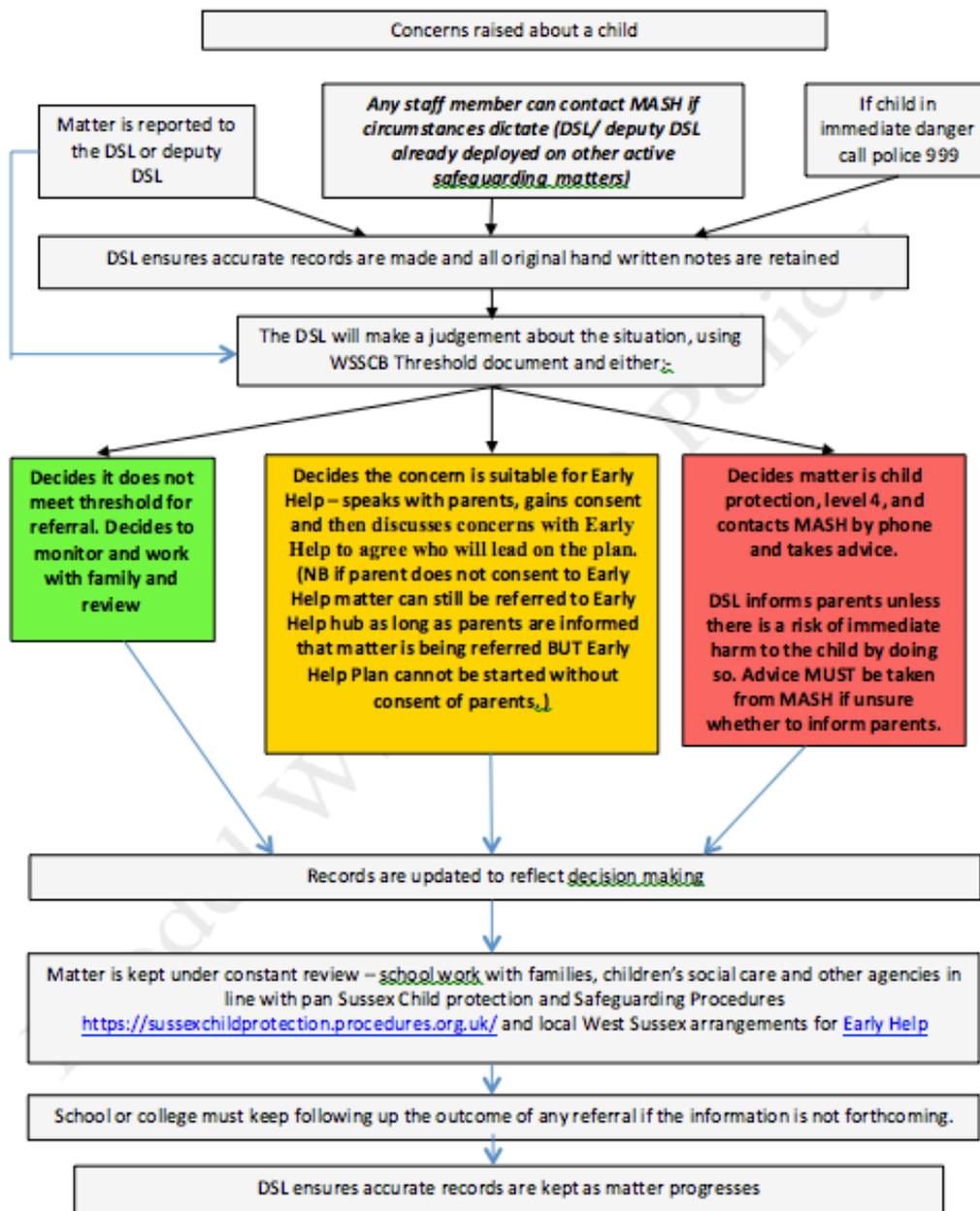
## Students with Mental Health Difficulties

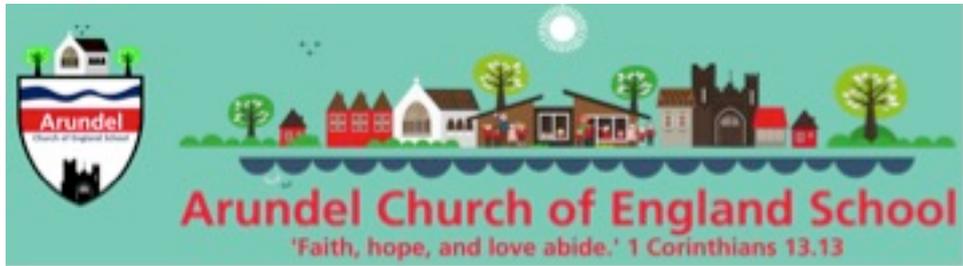




## Appendix D Child Protection at ACE

### 7.7 Flowchart for child protection procedures for schools and colleges





**1 Corinthians 13:13 And now these three remain: faith, hope and love. But the great of these is love**