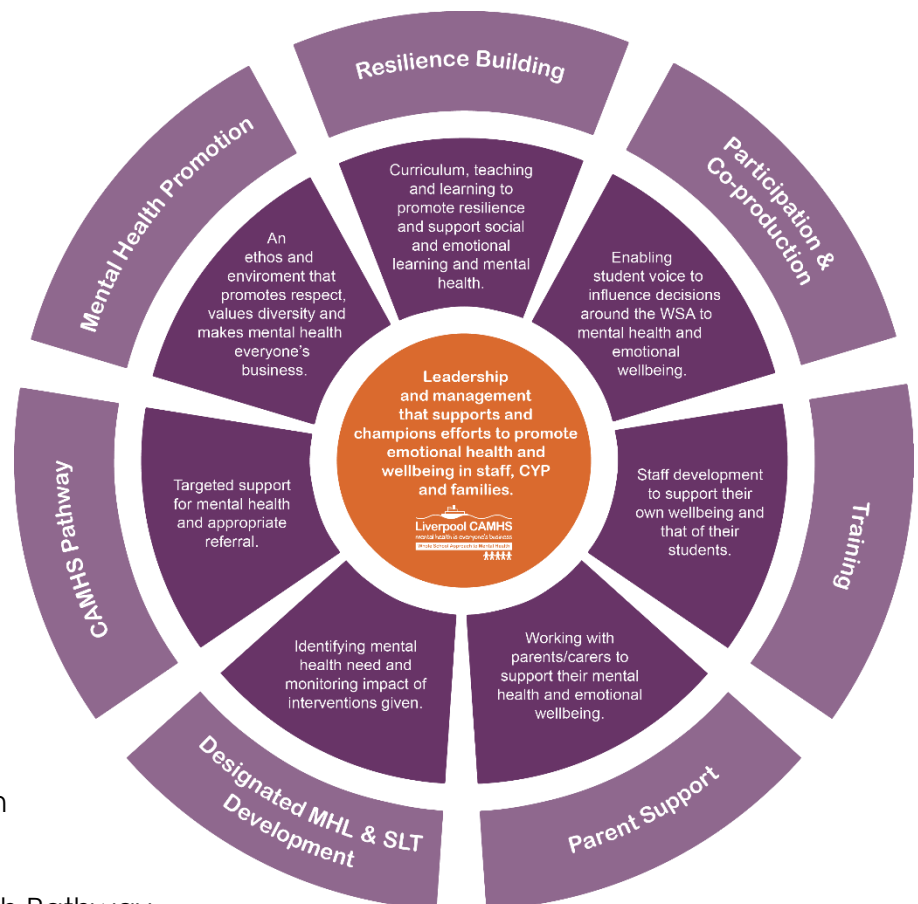


St Paschal Baylon Catholic Primary School

Whole School Approach Mental Health and Emotional Wellbeing Policy

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1.0 Policy statement

At St Paschal Baylon Catholic Primary School we are committed to promoting a whole school approach to positive mental health and emotional wellbeing for all pupils, their families and members of staff and governors. Our open culture allows students' voices to be heard, and through the use of effective policies and procedures we ensure a safe and supportive environment for all affected - both directly and indirectly - by mental health issues.

2.0 Scope

This policy is a guide to all staff – including non-teaching and governors – outlining St Paschal Baylon Catholic Primary School's whole school approach to promoting mental health and emotional wellbeing. It should be read in conjunction with other relevant school policies.

3.0 Policy Aims

- Promote positive mental health and emotional wellbeing in all pupils and staff.
- Increase understanding and awareness of common mental health issues.
- Enable staff to identify and respond to early warning signs of mental ill health in students.
- Enable staff to understand how and when to access support when working with children with mental health issues.
- Provide the right support to pupils with mental health issues, and know where to signpost them and their parents/carers for specific support.
- Develop resilience amongst pupils and raise awareness of resilience building techniques.
- Raise awareness amongst staff and gain recognition from SLT that staff may have mental health issues, and that they are supported in relation to looking after their wellbeing; instilling a culture of staff and pupil welfare where everyone is aware of signs and symptoms with effective signposting underpinned by behaviour and welfare around school.

4.0 Key staff members

This policy aims to ensure all staff take responsibility to promote the mental health of students, however key members of staff have specific roles to play:

- Whole School Approach Strategic
 - ROAR trained staff
 - PSHE Coordinator
- Designated Mental Health Lead/Team (Operational)
 - External Education Mental Health Team (MHST, Seedlings, Wellbeing Clinic, Fresh Senior Practitioner)
- Designated Safeguarding Lead
- SENCO

If a member of staff is concerned about the mental health or wellbeing of a pupil, in the first instance they should speak to a member of the Mental Health Team in school.

The Strategic Team lead is Miss L Kavanagh.

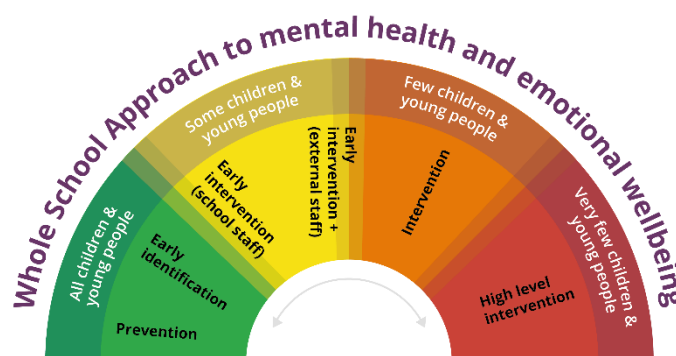
The operational lead is Mrs Karen Maclean.

If a member of staff has any concerns about the immediate safety and well-being of a child, they should follow the school's Child Protection procedures and inform the Designated Safeguarding Lead without delay.

If the child presents a high-risk medical emergency, relevant procedures should be followed, including involving the emergency services if necessary.

5.0 Levels of Need

Levels of need are used to help education providers and services to determine the type of support that might be needed for children/young people. There are 4 levels:



Green = Prevention and early identification. This level is for all children and young people and represents the basic level of mental health awareness and support strategies that all children and young people need for positive emotional wellbeing.

Yellow = Early Intervention. At this level of need children/young people will be showing early signs of distress that may be the start of an emerging mental health issue. Short-

term interventions that build coping strategies are given to prevent these issues from developing – small changes to prevent bigger challenges.

Orange = Intervention. At this level children and young people will need more specific support as their mental health problem will be more developed and significantly impacting their day-to-day life. There may also be other complexities such as trauma or neurodevelopmental conditions. Interventions are chosen to suit the needs of each child/young person and will vary in modality, and intensity.

Red = High Level Intervention. At this level children and young people will need high-level support for mental health conditions that require support from Alder Hey Fresh CAMHS. Children may be at crisis point, require medication, or several different types of specialist support.

5.1 Individual Care Plans

When a pupil has received a diagnosis of a mental health issue, or is receiving support either through CAMHS or another organisation (orange/red level), it is recommended that an Individual Care Plan should be drawn up. The development of the plan should involve the pupil, parents, and relevant professionals.

Suggested elements of this plan include:

- Details of the pupil's situation/condition/diagnosis
- Special requirements or strategies, and necessary precautions
- Medication and any side effects
- Who to contact in an emergency
- For pupils who self-harm or have had suicidal ideation it is helpful to draw up a safety plan with them.
- The role of the school and specific staff

6.0 Mental Health Promotion

Mental Health is everyone's business in our school, and we promote an environment that fosters inclusion, diversity and respect.

The skills, knowledge and understanding our pupils needed to keep themselves - and others - physically and mentally healthy and safe are included as part of our PSHE curriculum and our Rights Respecting Schools ethos.

We will follow the guidance issued by Liverpool Archdiocese and our PSHE and RSHE programmes to prepare us to teach about mental health and emotional health safely and sensitively.

Incorporating this into our curriculum at all stages is a good opportunity to promote pupils' wellbeing through the development of healthy coping strategies and an understanding of students' own emotions as well as those of other people.

Additionally, we will use such lessons as a vehicle for providing students who do develop difficulties with strategies to keep themselves healthy and safe, as well as supporting students to support any of their friends who are facing challenges. **See Section 14 for Supporting Peers**

7.0 Signposting

We will ensure that staff, pupils and parents/carers are aware of the support and services available to them, and how they can access these services.

Within the school e.g. on noticeboards and through our communication channels (newsletters, websites), we will share and display relevant information about local and national support services and events.

The aim of this is to ensure students understand:

- What help is available
- Who it is aimed at
- How to access it
- Why should they access it
- What is likely to happen

8.0 Our School Mental Health Pathway

The school's mental health pathway maps the support available to children across all levels of need.

All children have access to regular mental health support through the Zones of Regulation curriculum and aspects of the ROAR programme which is delivered across the school. Staff are alert to signs of children who may be struggling with their mental health and well-being and early support is put in place at class teacher / teaching assistant level following activities from the Zones of Regulation Curriculum and/or the ROAR programme. If concerns persist, Learning Mentor support is put in place. If concerns continue or issues are more complex, referrals are made to either the MHST or another support service, in consultation with parents/carers, depending upon the nature and severity of need. Any children with significant and serious mental health needs are referred immediately to CAMHS. Parents / carers are involved at every step of the support process.

School Based Support –

- Whole class discreet Zones of Regulation and ROAR mental health lessons delivered at least termly by class teachers who have had Zones of Regulation and ROAR training
- Daily teacher check-ins using the visual resources such as the Zones of Regulation colours or the ROAR Rainbow
- Small group/ individual sessions delivered by teachers or teaching assistants who have had relevant training
- Key Stage 1 and Key Stage 2 group support with the school Learning Mentor
- Individual support sessions with the school's Learning Mentor (these sessions are dependent on the child's need e.g. bereavement, parental separation, low self-esteem, anxiety etc)
- Workshops delivered in association with the MHST for children in Years 4, 5 and 6 based around anxiety and resilience (when available)
- Workshops based on understanding and supporting children's mental health delivered in association with the MHST for parents (as and when available)
- Referrals to the MHST for children/ and families who may be in the Yellow area of need

- Referrals to a relevant counselling service for children who may be in the orange level of need
- Referrals to CAMHS for children who may be in the red area of need

Local Support

In Liverpool, there are a range of organisations and groups offering support, including the **CAMHS partnership Education Mental Health Teams**.

These teams deliver accessible support to children, young people and their families, whilst working with professionals to reduce the range of mental health issues through prevention, intervention, training and participation.

Our School's Designated Education Mental Health Practitioner is: Ellen Wardale.

Please contact Miss Kavanagh in school if you wish to seek advice from our EMHP.

9.0 Recognising signs and symptoms of mental distress

Staff may become aware of warning signs which indicate a student 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 alert Miss Kavanagh or Mrs Maclean.

Possible warning signs, which all staff should be aware of include:

- | | |
|---|---|
| ▪ Physical signs of harm that are repeated or appear non-accidental | ▪ Expressing feelings of failure, uselessness or loss of hope |
| ▪ Changes in eating / sleeping habits | ▪ Changes in clothing – e.g. long sleeves in warm weather |
| ▪ Increased isolation from friends or family, becoming socially withdrawn | ▪ Secretive behaviour |
| ▪ Changes in activity and mood | ▪ Skipping PE or getting changed secretly |
| ▪ Lowering of academic achievement | ▪ Lateness to, or absence from school |
| ▪ Talking or joking about self-harm or suicide | ▪ Repeated physical pain or nausea with no evident cause |
| ▪ Abusing drugs or alcohol | |

- An increase in lateness or absenteeism

10.0 Targeted support

We recognise some children and young people are at greater risk of experiencing poorer mental health. For example, those who are in care, young carers, those who have had previous access to CAMHS, those living with parents/carers with a mental illness and those living in households experiencing domestic violence.

We work closely with school nurses and their teams in supporting the emotional and mental health needs of school-aged children and are equipped to work at community, family and individual levels. Their skills cover identifying issues early, determining potential risks and providing early intervention to prevent issues escalating.

We ensure timely and effective identification of pupils who would benefit from targeted support and ensure appropriate referral to support services by:

- Providing specific help for those children most at risk (or already showing signs) of social, emotional, and behavioural problems;
- Working closely with Liverpool City Council Children's Services, Liverpool CAMHS and other agencies services to follow various protocols including assessment and referral;
- Identifying and assessing in line with the Whole School Approach guidance children who are showing early signs of anxiety, emotional distress, or behavioural problems;
- Discussing options for tackling these problems with the child and their parents/carers. Agree an Individual Care Plan as the first stage of a 'stepped care' approach;
- Providing a range of interventions that have been proven to be effective, According to the child's needs;
- Ensure young people have access to pastoral care and support, as well as specialist services, including Liverpool CAMHS, so that emotional, social and behavioural problems can be dealt with as soon as they occur;

- Provide young people with clear and consistent information about the opportunities available for them to discuss personal issues and emotional concerns. Any support offered should take account of local community and education policies and protocols regarding confidentiality;
- Provide young people with opportunities to build relationships, particularly those who may find it difficult to seek support when they need it; and
- The identification, assessment, and support of young carers under the statutory duties outlined in the Children & Families Act 2014.

Our school is ACE aware and embraces trauma-informed practice. All staff have received training on ACES, Trauma informed practice and Attachment Friendly approaches.

11.0 Managing disclosures

If a student chooses to disclose concerns about themselves, or a friend, to any member of staff, the response will be calm, supportive and non-judgemental.

All disclosures should be recorded confidentially on CPOMS or an internal concern report form, including:

- | | |
|---|--|
| ▪ Date | ▪ Nature of the disclosure & main points from the conversation |
| ▪ Name of member of staff to whom the disclosure was made | ▪ Agreed next steps |

This information will be shared with Miss Kavanagh

12.0 Confidentiality

If a member of staff feels it is necessary to pass on concerns about a pupil to either someone within or outside of the school, then this will be first discussed with the pupil.

We will tell them:

- | | |
|----------------------------|----------------------------------|
| ▪ Who we are going to tell | ▪ What we are going to tell them |
|----------------------------|----------------------------------|

- Why we need to tell them
- When we're going to tell them

Ideally, consent should be gained from the pupil first, however, there may be instances when information must be shared, such as students up to the age of 16 who are in danger of harm.

It is important to also safeguard staff emotional wellbeing. By sharing disclosures with a colleague this ensures one single member of staff isn't solely responsible for the pupil. This also ensures continuity of care should staff absence occur and provides opportunities for ideas and support.

Parents must always be informed, but some older pupils may choose to tell their parents themselves. If this is the case, a timescale of 24 hours is recommended to share this information before the school makes contact with the parents/carers.

If a pupil gives us reason to believe that they are at risk, or there are child protection issues, parents should not be informed, but the child protection procedures should be followed.

13.0 Parents/carers

13.1 Working with parents/carers

If it is deemed appropriate to inform parents these issues are always considered

- Can we meet with the parents/carers face-to-face?
- Where should the meeting take place – a private, comfortable environment
- Who should be present – pupils, staff, parents etc.?
- What are the aims of the meeting and expected outcomes?

We are mindful that for a parent, hearing about their child's issues can be upsetting and distressing. They may therefore respond in various ways which we should be prepared for and allow time for the parent to reflect and come to terms with the situation.

Signposting parents to other sources of information and support can be helpful in these instances. At the end of the meeting, lines of communication should be kept open should the parents have further questions or concerns. Booking a follow-up meeting or phone call might be beneficial at this stage.

Ensure a record of the meeting and points discussed/agree are added to the pupil's record and an Individual Care Plan created if appropriate.

13.2 Supporting parents

We recognise the family plays a key role in influencing children and young people's emotional health and wellbeing; we will work in partnership with parents and carers to promote emotional health and wellbeing by:

- Ensuring all parents are aware of and have access to promoting social and emotional wellbeing and preventing mental health problems;
- Highlighting sources of information and support about common mental health issues through our communication channels (website, newsletters etc.);
- Offering support to help parents or carers develop their parenting skills. This may involve providing information or offering small, group-based programmes run by community nurses (such as school nurses and health visitors) or other appropriately trained health or education practitioners; and
- Ensuring parents, carers and other family members living in disadvantaged circumstances are given the support they need to participate fully in activities to promote social and emotional wellbeing. This will include support to participate in any parenting sessions, by offering a range of times for the sessions or providing help with transport and childcare. We recognise this might involve liaison with family support agencies.

14.0 Supporting Peers

When a pupil is suffering from mental health issues, it can be a difficult time for their friends who may want to support but do not know how. To keep peers safe, we will consider on a case by case basis which friends may need additional support. Support

will be provided in one to one or group settings and will be guided by conversations by the student 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
- Warning signs that their friend needs help (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

15.0 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 to enable them to keep students safe. A nominated member of staff will receive ROAR training, Mental Health First Aid training or equivalent.

Our designated WSA strategic lead has attended professional training to support the delivery and implementation of the Whole School Approach and our mental health operational lead/team will attend the WSA termly network meetings.

We will host relevant information on our shared drive for staff who wish to learn more about mental health. Regular training can be accessed through <https://www.liverpoolcamhs.com/training/>. The MindEd learning portal also 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 developing situations with one or more students.

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 Miss Kavanagh who can also highlight sources of relevant training and support for individuals as needed.

16.0 Staff Well-being

At St Paschal Baylon Catholic Primary School we recognise that our staff need support to look after their own well-being in order to be able to support the well-being of our pupils. Our Whole School Approach to Mental Health and Well-being includes our staff, teaching and non-teaching, who are all a fundamental part of our school community and form the support network for our children and families in school. Staff well-being is always a priority in all school development plans and school leaders and governors take time to consider staff work load in all aspects of school life. The views and feedback from staff are listened to and these influence how we plan for opportunities for staff to take part in activities that support their well-being. Staff well-being forms part of professional discussions in supervision meetings, pupil progress meetings and professional development meetings.

Staff are given appropriate training to work with safeguarding issues, pupils with mental health difficulties or emotional challenges and we recognise that supporting pupils and families with these challenges can have an impact on a staff member's well-being. Support is always available for staff who are dealing with these issues in school

All staff are aware of signs to look out for in colleagues who may be struggling with their mental health and well-being and support and know to share these concerns with a senior member of staff who will put support in place for those members of staff who need it.

We aim to be a supportive team who work together in a professional and caring environment for the good of our children and the community we work in and serve.

17.0 Policy Review

This policy will be reviewed every two years as a minimum. The next review date is

January 2027

In between updates, the policy will be updated when necessary to reflect local and national changes. This is the responsibility of Miss Kavanagh.

Any personnel changes will be implemented immediately.