Mental Health and Wellbeing Policy

Policy Number:	EDU.POL.037	Policy Owner Job Role	Quality Manager
Issue Number:		Ratified By	Quality Director
Issue Date:	01.07.26	Service Type:	Schools
		Applicable Services:	Education
Contributors	Rob Arrowsmith		
Note	This policy must not be amended without prior approval of the Education Director		

Table of Contents

Section	
1	**Supporting Documents**
2	**Introduction**
3	**Aim & Scope**
4	**Abbreviations/Definitions**
5	**Policy Content**
6	**Responsibilities**
7	**Training Requirements**
8	**Equality Impact Statement**
9	**Sources of Information / References**
10	**Version Control (where else is this policy located, ie. Circle, Nourish, Radar)**
11	**Appendices**

1. Supporting Documents

- Safeguarding Children in Education Policy (EDE.POL.002)
- PSHE & RSHE Policy (EDE.POL.003)
- Attendance Policy (EDU.POL.005)
- Behaviour Policy (EDU.POL.027)
- Special Educational Needs and Disabilities (SEND) Policy (EDU.POL.022)
- Anti-bullying Policy and Critical Incidents Policy (EDU.POL.045)

Related policies are held within RADAR in the School's policy folder.

2. Introduction

At Robin's Nest School, we believe good mental health and wellbeing are the foundation for learning and for a happy life. We treat mental health with the same care as physical health. Many of our pupils have lived through difficult experiences and arrive with social, emotional and mental health needs, so supporting wellbeing is not an add-on for us. It is central to everything we do.

Copyright – to be used only with prior and express permission of Keys Group.

This policy sets out our whole-school approach to promoting positive mental health, how we identify and support pupils who need more help, and how we respond with care when a pupil is struggling, including in relation to self-harm and thoughts of suicide. We work in a relational, trauma-informed way and in partnership with families and health services.

3. Aim & Scope

This policy applies to all staff, governors, pupils, parents and carers, and visitors at Robin's Nest School. It aims to:

- promote positive mental health and wellbeing for every pupil and member of staff
- help staff identify pupils who need more support and respond early
- set out how we provide and arrange support, including referral to specialist services
- explain how we respond safely and compassionately to self-harm and to concerns about suicide
- make clear that mental health is treated as a safeguarding matter where a pupil may be at risk

4. Abbreviations and Definitions

Mental health and wellbeing. How a person thinks, feels and copes with everyday life. Good wellbeing is not the absence of difficulty, but the ability to cope, to recover and to thrive with the right support.

Whole-school approach. Promoting mental health across every part of school life, from ethos and relationships to curriculum, environment, pupil voice, staff training, working with parents, and targeted support.

Senior mental health lead. The member of the leadership team who oversees the school's whole-school approach to mental health and wellbeing.

Self-harm. When a person hurts themselves on purpose, usually as a way of coping with difficult feelings. It is a sign of distress and is responded to with care, not punishment.

5. Policy Content

5.1 Principles and Approach

Our approach rests on the following principles. Parity with physical health. We treat mental health and wellbeing as seriously as physical health. A whole-school approach. We build wellbeing into our ethos, relationships, curriculum, environment and daily practice, not just into our support for those in difficulty. Relational and trauma-informed. We understand behaviour as communication, and we respond with relationships, safety and understanding. Early identification. We notice changes early and act, rather than waiting for a crisis. Staff support, they do not diagnose. Our role is to notice, support and refer. Diagnosis is for trained health professionals. Partnership. We work with parents, carers and health services, and we treat mental health as a safeguarding matter where a pupil may be at risk.

Copyright – to be used only with prior and express permission of Keys Group.

5.2 Mental Health and Wellbeing in Practice

A whole-school approach

At Robin's Nest School, we promote wellbeing through a calm, safe and welcoming environment, strong relationships between staff and pupils, and a culture where it is normal to talk about feelings and to ask for help. Pupil voice shapes our approach, and wellbeing runs through our curriculum, including our relationships, sex and health education.

Promoting positive mental health

We teach pupils about emotions, resilience and how to look after their own wellbeing and seek help, in an age-appropriate and accessible way. We build in opportunities for connection, achievement, physical activity and time outdoors, and we celebrate effort and progress so that every pupil can experience success.

Identifying pupils who need more support

Staff are well placed to notice when a pupil is struggling, for example a change in mood, behaviour, attendance, appearance, friendships or engagement. We pay particular attention to pupils who are more vulnerable, including those with special educational needs, those who have experienced trauma or loss, and those facing difficulties at home. Staff do not diagnose. They record what they notice and pass it to the senior mental health lead or designated safeguarding lead so that support can be put in place.

Graduated support and referral

Where a pupil needs more than universal support, we offer help that is matched to their needs. This may include time with a trusted adult, in-school wellbeing or therapeutic support, and an individual support plan agreed with the pupil and their family. Where a pupil needs specialist help, we make a referral with consent to services such as the local Child and Adolescent Mental Health Service or a Mental Health Support Team, and we work alongside them. Where mental health needs are part of a wider special educational need, we link this support to the pupil's plan and the SEND Code of Practice. We use early help where a family would benefit from coordinated support.

Working with parents and carers

We involve parents and carers as partners. We tell them when we have a concern, listen to what they know about their child, and plan support together. We share information sensitively and only as needed, and we signpost families to further help. Where there is a safeguarding risk, we follow our Safeguarding Policy (EDE.POL.002).

Responding to self-harm

Copyright – to be used only with prior and express permission of Keys Group.

We respond to self-harm calmly, with compassion and without judgement, and we never treat it as a disciplinary matter. Where staff become aware that a pupil may be self-harming, they keep the pupil safe, seek any needed first aid or medical help, and involve the designated safeguarding lead and a trained member of staff straight away. We assess risk, agree a support and safety plan with the pupil and, in the great majority of cases, their family, and we work with health services where needed. We are mindful of the wellbeing of other pupils and of confidentiality, and we balance a pupil's privacy with the need to keep them safe.

Responding to concerns about suicide

We take any sign that a pupil may be thinking about suicide seriously. Staff who have such a concern act immediately, stay with the pupil, and contact the designated safeguarding lead and a trained member of staff without delay. We secure any immediate medical help that is needed, involve the pupil's family other than in the rare case where this would increase the risk, and work with health and emergency services as appropriate. We follow a planned, trained response, and we make sure staff and pupils affected are supported afterwards, linking to our Critical Incidents Policy (EDU.POL.045) where needed.

Following a serious mental health incident, the school will undertake a structured debrief and review to ensure lessons are identified and support is adjusted where necessary.

Mental health as a safeguarding matter

Keeping Children Safe in Education is clear that mental health is a safeguarding issue. Where a pupil's mental health gives rise to a concern that they may be suffering or at risk of harm, we act through our Safeguarding Policy (EDE.POL.002), involve the designated safeguarding lead, and record our actions. We are alert to the links between mental health and other concerns such as abuse, neglect, bullying, online harm and exploitation.

Supporting our staff

Supporting pupils with significant needs can affect staff. At Robin’s Nest School, we look after the wellbeing of our staff, provide access to support and supervision, and make sure no member of staff carries a serious concern about a pupil alone.

5.3 Recording, Monitoring and Reporting

Wellbeing concerns, support plans and any safeguarding actions are recorded on CPOMS. Leadership and the senior mental health lead monitor wellbeing and support data, review the impact of what we do, and report to the Proprietor and Governors, so that Robin’s Nest School keeps improving its approach.

5.4 Equality and Inclusion

Copyright – to be used only with prior and express permission of Keys Group.

At Robin's Nest School, this policy is applied fairly and in line with the Equality Act 2010. We make reasonable adjustments so that pupils with special educational needs and disabilities can access wellbeing support, and we are alert to the particular pressures faced by different groups of pupils. Any concern that this policy disadvantages a pupil should be raised with the headteacher.

6. Responsibilities

6.1 Pupils

are encouraged to talk to a trusted adult about how they feel, and to look out for one another.

6.2 Staff

- build positive relationships, notice changes in a pupil, and pass concerns to the right person promptly;
- respond to distress, self-harm or talk of suicide calmly and supportively, and involve the designated safeguarding lead.

6.3 Leadership and the senior mental health lead

Leadership at Robin's Nest School makes sure wellbeing is a priority across the school. The senior mental health lead at Robin's Nest School oversees the whole-school approach, the support offer, staff training, and the links with health services.

6.4 Governance

The Proprietor and Governors at Robin's Nest School make sure the school has an effective whole-school approach to mental health and that this policy is followed, and they review wellbeing and support data.

6.5 Parents and carers

work in partnership with the school regarding their child's wellbeing, and are involved in planning support

6.6 Named leads

The senior mental health lead at Robin's Nest School is Jodie Aish, DSL. The designated safeguarding lead is Jodie Aish. The mental health first aiders are Jodie Aish, Karen Walker, Katy Woodcock and Leanne Saunders.

7. Training Requirements

All staff receive training to understand mental health and wellbeing, to spot the signs that a pupil needs help, and to respond to distress, self-harm and talk of suicide calmly and safely. The senior mental health lead, designated safeguarding lead and mental health first aiders at Robin's Nest School receive role-specific training, and our trauma-informed approach is refreshed regularly.

8. Equality Impact Statement

Copyright – to be used only with prior and express permission of Keys Group.

All policies will be developed and implemented in a manner that promotes equality, diversity, and inclusion, ensuring fair and equitable treatment for all individuals. Policies must align with relevant equality legislation and reflect the expectations and standards set by our regulatory bodies. They will demonstrate a commitment to eliminating discrimination, advancing equality of opportunity, and fostering an inclusive environment that respects and values the diverse needs, backgrounds, and experiences of those we support, as well as our workforce.

9. Sources of Information / References

This policy reflects current statutory guidance and legislation, including:

- Keeping Children Safe in Education (DfE, 2025, and 2026 from 1 September 2026), which treats mental health as a safeguarding issue
- Promoting and supporting mental health and wellbeing in schools and colleges (DfE, 2021, updated 2026)
- Mental health and behaviour in schools (DfE, November 2018)
- Relationships, Sex and Health Education statutory guidance (DfE, 2025, statutory from 1 September 2026)
- Children and Families Act 2014 and the SEND Code of Practice (2015), under which social, emotional and mental health is a type of special educational need
- Equality Act 2010
- Working Together to Safeguard Children (DfE, 2026)

10. Version Control

This document can also be found in the following locations and should be amended in the following :

Source	Link
Radar	
Schools Website	
Education drive	

This policy is reviewed annually, or sooner if legislation or statutory guidance changes. The next review date and version history are recorded in the control table above. The named owner for review at Robin's Nest School is the headteacher.

11. Appendices

Copyright – to be used only with prior and express permission of Keys Group.

11.1 Appendix A: School-Specific Annex

The Head completes this annex with local detail. Everything in this annex is school personalisation.

At Robin's Nest School, the following local arrangements apply:

- Senior mental health lead: Jodie Aish, DSL.
- Mental health first aiders: Jodie Aish, Karen Walker, Katy Woodcock and Leanne Saunders
- In-school wellbeing and therapeutic support offer:

  Access to support through Circle Workvivo • Powered by Workvivo Employee Assistance Programe.

- Local CAMHS, Mental Health Support Team and early help contacts:

• Staffordshire CAMHS		https://www.mpft.nhs.uk/services/camhs/south-staffordshire

  -

Copyright – to be used only with prior and express permission of Keys Group.

11.2 Appendix B: Sources of Support

The Head completes this section so that pupils, parents and carers know where to turn for help, including in a crisis. Include the school's own contacts and local and national services.

- School contact for a wellbeing concern: Jodie Aish, DSL.

- Local services, for example the GP, CAMHS and the local crisis line:

• Staffordshire CAMHS		https://www.mpft.nhs.uk/services/camhs/south-staffordshire

  - • Family Hubs: https://www.staffordshireconnects.info/kb5/staffordshire/directory/service.page?id=N76rKM-fjrQ

  - • Child Mental Health: https://staffs.staywellcyp.org/getting-advice/

- National sources of support the school signposts:
  - • **NHS Every Mind Matters**: Provides practical advice, wellbeing tools, self-help resources, and guidance on accessing mental health support services.
  - • **NHS Talking Therapies (formerly IAPT)**: Free NHS support for adults experiencing anxiety, depression, stress, and other common mental health difficulties. Self-referral is available in most areas.
  - • **Young Minds**: National charity offering mental health information, advice, and support for children, young people, parents, and carers.
  - • **Childline (0800 1111)**: Confidential support service for anyone under 19, available online and by phone.
  - • **Samaritans (116 123)**: Free 24/7 emotional support for anyone who needs someone to listen.
  - • **Mind**: Provides information on mental health conditions, support services, and helplines for individuals and families.
  - • **PAPYRUS HOPELINE247**: Confidential suicide prevention support for children, young people, and adults under 35 experiencing thoughts of suicide.
  - • **CALM (Campaign Against Living Miserably)**: Offers support and resources for people struggling with mental health difficulties and suicidal thoughts.
  - • **Hub of Hope**: National directory connecting people with local and national mental health support services.
  - • **Anna Freud Centre**: Provides resources and guidance to support children and young people's mental health and wellbeing.

Copyright – to be used only with prior and express permission of Keys Group.