



**At Knights Enham School we provide...**

Inclusive and ambitious learning experiences where our school community feels safe and motivated to achieve their best.

**Mental Health and Wellbeing Policy**

Approved: January 2026

*Date of next review: January 2027*

**Aims:**

Mental health and wellbeing is an important part of the pastoral care of our whole community – this includes both the children/young people in our care as well as our own staff and the families within our community.

This policy sets out our approach to mental health and wellbeing for all parties.

Those experiencing mental health difficulties should not face discrimination and the school are committed to helping to identify these difficulties and supporting people to overcome them.

**Links to Other Policies:**

This policy should be read in conjunction with the Staff Handbook and the following policies:

- PSCH Curriculum
- Appraisal?
- Positive Behaviour
- Special Educational Needs
- Safeguarding
- Health and Safety
- Medical Conditions
- Diversity and Equal Opportunities
- Whistleblowing

**Ethos:**

We recognise that everyone will experience mental health difficulties at some point in their lives and have an ethos, which encourages support and respect for both staff and pupils. At our school we have an inclusive ethos, which encourages support and respect for both staff and pupils.

We aim to recognise those in need and will endeavour to support them as best we can, possibly signposting them to others who can help. We do not judge or blame, we act to provide a support network for those experiencing difficulties.

At the same time, we also recognise the importance of taking care of our own mental wellbeing, taking actions and encouraging others to include positive mental activities as part of a healthy lifestyle. Whether this is providing opportunities to talk to others, or take part in activities promoting mental health.

**Role of the Mental Health Lead:**

The school has a designated Lead for Mental Health. They act as a champion for mental health and wellbeing, reporting to the Leadership Team.

Their role is not to necessarily provide interventions, but 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 children and children 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 reports directly to the Headteacher and meets regularly with them to discuss the provision for staff and pupil mental health and wellbeing. The agenda for these meetings may consist of:

- Staff wellbeing provision and activities
- Pupil wellbeing provision and activities
- Parental engagement provision and activities
- Monitoring of identification and outcomes of pupil interventions
- Monitoring individual support needs (not minuted)
- Policy review (if required)
- Review of Mental Health and Wellbeing Action Plan (if not covered in the points above)

General issues and provision discussions are minuted to provide a formal record; however notes on discussions related to the support of individuals are kept confidential and are not attached to the minutes.

The Mental Health Lead presents a written report for the Governing Body on Mental Health and Wellbeing across the school.

They may also be involved in meetings to support staff or pupils with mental health needs. The Mental Health Lead may also need to review provision as a result of individual mental health needs, even if they are not directly involved in organising the support.

### **Staff:**

#### **Support and Wellbeing:**

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/>



- Employee Support line:
- GP
- Samaritans 116 123
- Mind 0300 123 3393
- SHOUT 85258

### **Monitoring Arrangements:**

In addition to regular meetings between the Mental Health Lead, Headteacher and Mental Health Governor, staff wellbeing is monitored through an annual anonymous staff survey.

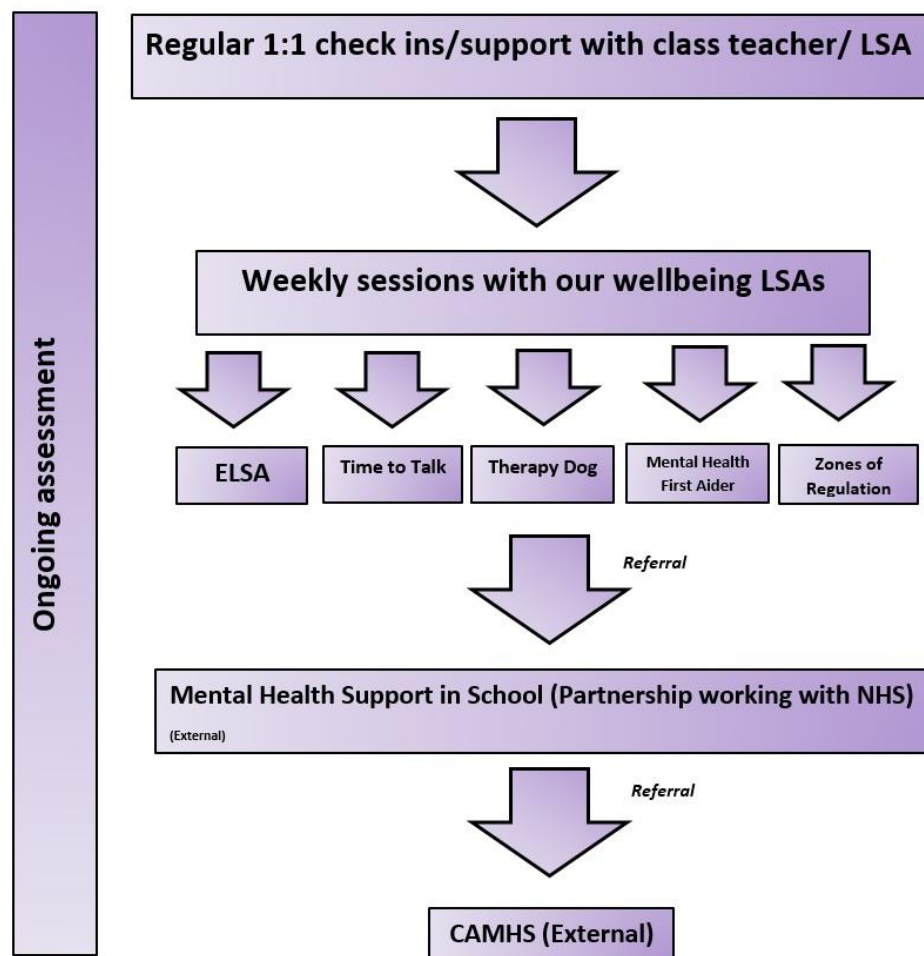
### **Pupils**

#### **Identification:**

Pupils with mental health needs are often identified by those closest to them: their parents or the classroom staff. These concerns are discussed with the SENDCo / Mental Health Lead.

Staff all receive training on helping them recognise the symptoms that a mental health difficulty is affecting their daily lives.

#### **Support and Wellbeing:**





In addition to this, pupils will also be signposted to the following support:

- GP
- Samaritans 116 123
- Mind 0300 123 3393
- SHOUT 85258, Child line 0800 1111,
- Papyrus HOPELineUK 0800 068 4141 - [www.papyrus-uk.org](http://www.papyrus-uk.org)
- Stopbreathethink.org.uk

### **Monitoring Arrangements**

The Mental Health Lead / SENDCo, Headteacher and SLT meet regularly to monitor the provision of mental health and wellbeing for pupils.

### **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 or their manager.

If someone has a concern about the mental health of a pupil, they should initially speak to their Mental Health LSA, class teacher, one of the Mental Health trained First Aiders or the SENDCo /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, Senior Leaders, student teachers, volunteers and others who may be working in our schools.

During the induction process, those who have not received the mental health training identified appropriate to their role will be offered the training at the first available opportunity.