



# Mental Health and Well-Being Policy

Date Implemented: September 2019

Review Date: September 2022

Digitech Studio School seeks to support the full range of students needs against the 5 outcomes of Every Child Matters. Ensuring that students with mental health and well-being concerns are included, achieve and stay safe it vital. In addition, Digitech ensures that staff well-being is a priority and that staff feel supported.

Mental health issues can be de-stigmatised by educating students, is committed to ensure staff and parents/carers. This is done through Well Being Fridays, assemblies, Digitech Plus lessons and staff INSET/CPD. Positive Mental Health is also promoted through strong pastoral care, safeguarding, mentoring, relationships with tutors, links with outside agencies and Well Being Ambassadors.

### **Policy Aims**

1. Describe the school's approach to mental health and well-being issues
2. Provide support and guidance to all staff dealing with students who suffer from mental health and well-being issues
3. Provide support to students who suffer from mental health issues.

### **Child protection/safeguarding responsibilities**

Digitech is committed to safeguarding and promoting the welfare of children and young people, including their mental health and well-being. We therefore aim to provide a school which promotes positive self-esteem, a safe environment to learn, thrive and a knowledge that students' concerns will be listened to and acted upon. Every student should feel safe, be healthy, enjoy and achieve (Every Child Matters, 2004, DfES).

### **Role of Academy Council**

The council are responsible for ensuring that the school are monitoring and supporting the mental health of staff, students and parent/carers at Digitech.

The Principal and Safeguarding lead are responsible for ensuring that procedures outlined and policy are followed on a day to day basis.

Teachers and support staff have a responsibility for ensuring that they are aware of students' mental health and well-being issues and follow advice given on MINT Classroom and from the Principal, Vice-Principal and SENDCo.

### **How to identify potential mental health issues**

- Use of attendance data, monitoring any changes in attendance
- Use of assessment data, monitoring any changes in academic achievement
- Effective pastoral system, including small tutor groups allowing the tutors to develop strong relationships with their tutees, monitoring any changes in behaviour
- Safe environment allowing students or their peers to talk to a member of staff about a mental health issue

### **Procedure**

1. Identify if a student is distressed/upset OR a student or peer will inform a member of staff of their distress. The member of staff will listen supportively to their concern, without promising confidentiality and assessing if there is any immediate risk to themselves or others. Staff to update CPOMs

2. Select the appropriate support to be put in place working collaboratively with the student and parents if deemed necessary. Relevant staff to update CPOMs
3. If the student is in a high-risk situation then Child Protection Procedures are to be followed (Safeguarding lead) and outside agencies brought in to offer support if deemed necessary
4. If the student is in a low risk situation they can be directed to talk to their tutor, a different member of staff or a well-being ambassador
5. The appropriate course of action can be decided by a teacher and/Safeguarding lead. This **may** involve liaising with a parent/care/guardian, outside support agencies e.g. CAHMs, Social Services or OTR and medical professionals. CPOMs to be updated.

## **School initiatives linked to mental health and well-being for students**

### **Well Being Fridays**

An initiative to offer students a chance to switch off from any potential stresses in their academic work. Every Friday during tutor time students can be given some advice on their well-being, play a game or quiz and have a termly opportunity to share their student voice to either the Principal or Vice Principal.

### **Well Being Ambassadors**

Students volunteered to become well-being ambassadors in order to be able to offer well-being support to their peers. Students underwent two sessions of training of how to help other students. Students are required to keep an anonymous record of their session and it has been made clear to all students that confidentiality cannot be promised if the student needing support is high risk

### **Use of outside agencies**

Kooth has just become available to students in South Gloucestershire. Students have been informed of the services that they offer during a Well Being Friday and a representative from Kooth will be delivering an assembly in term 4.

Off the Record have provided counselling to students selected by the Vice Principal in terms 1,2 and 3. Students have also been made aware of resilience labs which take place weekly during term time

### **School Nurse**

The school nurse is available weekly to support the mental health of students on site. Students can self-refer when they require support and advice. This service is confidential.

### **School Counsellor**

Students have the opportunity to receive counselling at school. They can be referred by the safeguarding lead or through their own self-referral. Students are placed on a waiting list and the safeguarding lead will inform students how long they might expect to be on the list before seeing the school counsellor.

### **Assemblies**

Termly assemblies on mental health and well-being given either by a member of staff or an outside agency

**Digitech Plus**

Scheduled lessons dealing with mental health and well-being issues

**Sixth form Wow days**

Termly drop-down days for sixth form offering careers advice, PSHE and mental health and well-being support

**School initiatives linked to mental health and well-being for all staff**

You've been mugged

Staff pass a mug around to staff that have been supportive or who they feel are doing a fantastic job at work.

**Email – work life balance**

Ongoing work by the Principal and Vice Principal to reduce work load for example no emails are to be sent at the weekend and vital information for staff is condensed into one document sent on a Friday.

**Social secretary**

Principal has designated a member of staff to be social secretary. Events are organised termly inside and outside of work including quizzes, secret Santa and escape room.

**Staff Appreciation – thankful Wednesdays**

Staff have the opportunity to thank/congratulate a colleague.

**CLF initiatives linked to mental health and well-being for all staff**

CLF counselling

The CLF has provided 6 free sessions for all staff should they require it through the use of the employee assist programme.