

Pupil Mental Health and Wellbeing Policy



Last reviewed: November 2025
Approved by: Diane Anderson
Next review due: ongoing to October 2026

1. Aims

We aim to ensure that our school:

- Reduces the stigma associated with mental health and promotes open discussion.
- Provides a secure, trusting, and inclusive environment where pupils feel safe to share concerns.
- Responds swiftly and effectively to signs of poor mental health.
- Equips pupils with the emotional literacy and resilience to manage life's challenges.
- Offers accessible, high-quality pastoral, medical, and therapeutic support.
- Ensures compliance with statutory safeguarding and wellbeing responsibilities.

2. Roles and Responsibilities

Designated Mental Health and Wellbeing Lead

Responsible for:

- Leading the school's mental health strategy.
- Coordinating interventions and liaising with external agencies (e.g. CAMHS, social care).
- Providing staff with training and tools to identify and respond to mental health concerns.
- Supporting the Headteacher and SLT to ensure a whole-school culture of wellbeing.

Headteacher

Responsible for:

- Ensuring this policy aligns with statutory guidance and is reviewed annually.
- Embedding mental health into strategic planning and school improvement priorities.
- Consulting with pupils, parents, and staff to shape wellbeing initiatives.
- Overseeing training provision and maintaining strong external partnerships.

Designated Safeguarding Lead (DSL)

Responsible for:

- Recording, monitoring, and escalating serious mental health concerns.
- Liaising with health and social care professionals to secure appropriate support.
- Providing safeguarding supervision and guidance to staff on mental health-related concerns.

All Staff

Expected to:

- Model positive attitudes and foster a culture of empathy and kindness.
- Remain vigilant for early signs of emotional distress.
- Record and report concerns in line with school safeguarding procedures.
- Encourage openness and help-seeking behaviours among pupils.

3. Promoting Mental Health through the Curriculum

Mental health and wellbeing are embedded across our **PSHE** and wider curriculum, ensuring pupils learn:

- Emotional regulation and resilience.
- Healthy relationships and self-esteem.
- Managing social media use and digital wellbeing.
- The importance of physical health, rest, and balanced lifestyles.

Curriculum delivery aligns with statutory PSHE guidance (*Relationships Education, Relationships and Sex Education and Health Education*; DfE, 2020). Off-site learning and outdoor activities further reinforce the benefits of physical activity and connection with nature.

4. Early Identification and Targeted Support

Early identification is essential. Staff are trained to observe indicators such as:

- Sudden behavioural changes or withdrawal.
- Attendance or academic decline.
- Expressions of hopelessness, self-harm, or suicidal thoughts.
- Changes in peer or family relationships.

Concerns are recorded securely and monitored by pastoral and safeguarding teams. Interventions may include:

- One-to-one pastoral support.
- In-school counselling or therapy sessions.
- Adjustments to learning plans or timetables.
- Referral to specialist services such as CAMHS or educational psychology.

5. Whole-School Support Network

FreshSteps provides a layered network of support including:

- The **Pastoral Team**, available daily for informal or scheduled support.
- Pupil well being room
- Report abuse hub
- A **School Listener**, to provide confidential, non-judgemental support.
- Governor responsible for well-being
- **Prefects and peer mentors** trained in active listening.
- Close collaboration with **CAMHS, Social Care, Educational Psychologists, and local health services.**
- Wonderful Wednesday -pupils come to school in individual clothing
- Cultural days-pupils invite parents in taste food from different cultures
- Fantastic Friday – staff go home 1 hour early

Staff receive ongoing CPD in areas such as trauma-informed practice, anxiety management, and supporting bereaved pupils.

6. Working with Parents and the Community

We recognise parents and carers as key partners in promoting wellbeing. Through:

- **Friends of FreshSteps coffee mornings** and parent information sessions.
- **Open evenings** and surveys to gather feedback.
- Regular communication channels between staff and families.

Senior leaders are available to meet parents to discuss concerns and signpost further support.

7. Related Policies

This policy should be read in conjunction with:

- **Safeguarding and Child Protection Policy**
- **Anti-Bullying Policy**
- **Behaviour and Rewards Policy**
- **Online Safety Policy**
- **PSHE and RSE Policy**
- **Attendance Policy**

8. Useful Links and External Resources

- [YoungMinds](#) – Mental health support for children and young people.
- [Place2Be](#) – School-based mental health support.
- [Mind](#) – National mental health charity.
- [Children's Mental Health Week](#) – Annual awareness campaign.
- [CAMHS](#) – NHS Child and Adolescent Mental Health Services.
- [Public Health England – Promoting Children and Young People's Emotional Health and Wellbeing](#)