

# Kentmere Academy and Nursery

## Mental Health Policy



Kentmere Avenue Rochdale OL12 9EE

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"A healthy school ensures that when pupils are unhappy, anxious, disturbed or depressed there are open channels for them to seek or be offered support, without stigma and with appropriate confidentiality. A healthy school actively seeks to promote emotional health and well-being and helps pupils to understand their feelings".

At Kentmere Academy promote positive Mental Health and Wellbeing in the whole of our school community for adults as well as children. Mental health is how we feel, how we think and how we behave. Mental Health Promotion for children and young people is everybody's business

#### A mentally healthy environment has:

- A clear and agreed ethos and culture that accords value and respect to all
- A commitment to being responsive to children and young people's needs
- Clearly defined mental health links in school policies
- Clear guidelines for internal and external referrals
- Strong links with external agencies to provide access to support and information
- A named lead for mental health promotion with the expectation that there is support and involvement and an ethos that 'mental health is everyone's business'

#### A mentally healthy environment is a place where children and young people:

- Have opportunities to participate in activities that encourage belonging
- Have opportunities to participate in decision making
- Have opportunities to celebrate academic and non-academic achievements
- Have their unique talents and abilities identified and developed
- Have opportunities to develop a sense of worth through taking responsibility for themselves and others
- Have opportunities to reflect
- Have access to appropriate support that meets their needs
- Have a right to be in an environment that is safe, clean, attractive and well cared for
- Are surrounded by adults who model positive and appropriate behaviours, interactions and ways of relating at all times

#### A mentally healthy environment is a place where staff:

- Have their individual needs recognised and responded to in a holistic way
- Have a range of strategies that support their mental health, e.g. a named person to speak to, signposting
- Have recognition of their work-life balance
- Have the mental health and well-being of the staff reviewed regularly
- Feel valued and have opportunities to contribute to decision making processes
- Celebrate and recognise success
- Are able to carry out roles and responsibilities effectively
- Are provided with opportunities for CPD both personally and professionally
- Have their unique talents and skills recognised and opportunities are provided for development
- Have time to reflect

- Can access proactive strategies and systems to support them at times of emotional needs in both the short term and the long term

#### **A mentally healthy environment is a place where parents/carers:**

- Are recognised for their significant contribution to children and young people's mental health
- Are welcomed, included and work in partnership with schools and agencies
- Are provided with opportunities where they can ask for help when needed
- Are signposted to appropriate agencies for support
- Are clear about their roles and expectations of their responsibilities in working in partnership with schools
- Opinions are sought and valued and responded to
- Strengths and difficulties are recognised, acknowledged and challenged appropriately

#### **A mentally healthy environment is a place where the whole school community:**

- Is involved in promoting positive mental health
- Is valued for the role it plays in promoting positive mental health □ Contributes towards the ethos of the school

#### **Key Members of Staff**

- Lead Safeguarding– Sarah Isberg
- Mental Health lead teacher- Sarah Day
- Lead First Aider- Andrea Humphries
- Pastoral Lead- Susan Finerty
- CPD lead- Sarah Isberg/ Clare Grantham

#### **Signposting Support**

Within Rochdale, there are numerous services and charities that can be referred to.

- Healthy Minds
- CAMHS
- #Thrive
- GP
- School Nurse

#### **Measuring Impact**

This policy offers opportunities to measure the impact in a variety of ways:

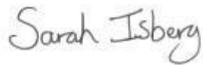
- School policies
- The school's ethos
- Child/Staff/Volunteer well being
- Staff/Governor/class and school council meetings
- Feedback from the whole school community via questionnaires and verbally, formally and informally
- The number of external referrals, Gateway, Health Service, Social Care

- Training and development internally, for example 'Safeguarding, Mental Health and Wellbeing' inset
- Induction and professional development of Staff and Volunteers

This policy promotes positive mental health. It is a working document and has been developed in consultation with the whole school community.

This policy must be reviewed every two years.

Signed:



Sarah Isberg (headteacher)

Date: June 2017

Review January 2019 (or with legislation change)