



Framlingham College

Social, Emotional and Mental Health Policy

RESPONSIBILITY	DEPUTY HEAD (PASTORAL)
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Purpose of this policy

The purpose of this policy is to establish, promote and maintain the mental health and wellbeing of all pupils at Framlingham College. The College believes that the mental health and wellbeing of all pupils is key to the College's success and sustainability. This document should be used in conjunction with the school's safeguarding thresholding process and the Medical Centre's Mental Health and Wellbeing Pathways flow chart.

Aims and Principles

- To build and maintain a school environment and culture that supports positive attitudes to mental health and wellbeing and prevents discrimination and stigma (including bullying and harassment).
- To increase pupil and staff knowledge and awareness of mental health and wellbeing issues and behaviors.
- To encourage pupils as individuals to accept responsibility for their own mental, physical and emotional wellbeing.
- To reduce stigma around depression and anxiety
- To facilitate active participation in a range of initiatives that support wellbeing.

This school policy aims to promote and maintain positive mental health by early detection and recognition of broad-spectrum mental health issues. We aim to support and assist any pupil or member of staff who displays signs of developing any mental health issues identified and other associated disorders. This document is intended as a guideline for the management of mental health disorders in the school setting and sees all stakeholders working together to protect the mental health of all pupils at Framlingham College.

This will be carried out within the guidance set out by the Department of Health and National Institute for Health and Care Excellence (NICE) guidelines for mental health.

"Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community."

World Health Organisation (WHO) 2014

Fluctuating mental health is normal in accordance with everyday events in the person's life. "A bad day" usually manifests as stress, anxiety, and depression. Mental health can become abnormal when these events cause a person to have persistent and relentless poor mental health that starts to amplify behaviour that negatively impacts their psychological and physiological wellbeing.

Factors associated with the onset of persistent mental health disorders in children and young people include:

- Experiencing three or more stressful life events, such as family bereavement, divorce or serious illness - ACES (adverse childhood experiences).
- Physical illness (linked strongly to the onset of emotional disorders).
- Family structure - with those living in single-parent households more likely to develop disorders.
- The mental health of the mother.
- Household tenure - children who live in rented accommodation are more likely to have a persisting emotional disorder than those who do not.

(Source: MHE 2019)

What are the problems you may encounter?

Framlingham College feels mental health is a broad-spectrum condition that should be managed on an individual basis looking at the holistic picture for the individual. Left unsupported the pupils may develop the following.

- Depression
- Prolonged Anxiety
- Prolonged stress

This can lead to unhealthy coping strategies such as

- Anger management issues
- Eating disorders
- Self-harm
- Suicidal ideation/Attempted suicide
- Tics

For detailed protocols on these unhealthy coping strategies, please refer to the Appendices to the SEMH Policy.

How to deal with them?

It is essential that all staff work together by being vigilant in identifying pupils who may present with poor mental health. Any concerns should be communicated to the DSL team through Myconcern, the Medical Centre or their line manager.

Staff who are in key pastoral roles have been mental health first aid trained. These staff are able to work with pupils to triage them to the relevant support networks both in and out of school.

Mental health first aiders should be mindful their role is not to diagnose and that they are not qualified to counsel pupils. For more information on MHFA courses and training can be found in the appendices.

When to deal with it?

All matters pertaining to Mental Health should be communicated **immediately** as it is proven that early intervention can significantly reduce poor Mental Health from deteriorating further.

The College Governors, SLT and staff will:

- Keep this policy and procedures up to date by regular annual reviews of protocols and practice.
- Ensure training on mental health awareness throughout the entire school community is in place.
- Engage with promoting a mentally healthier workplace
- Engage in mental health awareness training

The Deputy Head Pastoral will:

- Action ideas put forward by the safeguarding and mental health team and Wellbeing Ambassadors

- Organise an education program for mental health within the school
- Supervise mental health first aiders alongside HR
- Undertake the MHFA course

The Medical Centre will:

- Create and update the mental health booklet with organisational, local and professional support (held in the MC)
- Support all pupils and staff with their mental health
- Create, where appropriate, Individual Health Care Plans (IHCP's) for those needing support in school and or returning to school. These will be written in conjunction with the affected person, the Housemaster or Housemistress and the Deputy Head Pastoral
- Communicate with Deputy Head Pastoral and Safeguarding Team where appropriate
- Share IHCPs with staff and parents where appropriate
- Review IHCPs regularly
- Provide physical areas of support within the Medical Centre e.g. places to have time out and use helpful strategies for coping such as mindfulness.
- Encourage and support ideas for creating a mentally healthier workplace
- Provide support for "firefighting" this is emergency situations when mental health appears to be collapsing and breaking down for that person.