

## **Mental Health and Wellbeing Policy**

At Stride, we aim to promote positive mental health for every member of our staff and children. We pursue this aim using universal approaches and specialised, targeted approaches aimed at vulnerable children.

In addition to promoting positive mental health, we aim to recognise and respond to mental ill health. In an average classroom, three children will be suffering from a diagnosable mental health issue. By developing and implementing practical, relevant and effective mental health policies and procedures we can promote a safe and stable environment for students affected both directly and indirectly by mental ill health. Mental health awareness will be promoted across the provision to ensure early intervention and support for students.

This policy is intended as guidance for all staff.

### **Aims**

- Promote positive mental health in all staff and children
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of mental ill health
- Provide support to staff working with young people with mental health issues
- Provide support to children suffering mental ill health and their peers and parents or carers

### **Lead Members of Staff**

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:

Simone Lyons - Designated safeguarding Lead

Any member of staff who is concerned about the mental health or wellbeing of a child should speak to Simone in the first instance. If there is a fear that the child is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the DSL. If the child presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting the first aid staff and contacting the emergency services if necessary.

### **Signposting**

We will ensure that staff, children and parents are aware of sources of support within the local community.

### **Warning Signs**

Staff may become aware of warning signs which indicate a child is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the designated safeguarding lead.

Possible warning signs may include:

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating or sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Talking or joking about self-harm or suicide
- Abusing drugs or alcohol
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Disclosures should be managed in accordance with the Safeguarding and Child Protection Policy.

#### **Links to Other Policies**

**This policy should be read in conjunction with:**

- **Safeguarding and Child Protection Policy**
- **Anti-Bullying Policy**

This policy is adopted by Stride 360	Date: 25/10/24
To be reviewed by: 25/10/26	Written by: Simone Lyons