

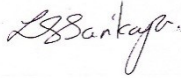


# Mental Health and Wellbeing Policy

September 2024

# St. Bart's Multi-Academy Trust

## Mental Health and Wellbeing Policy

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| Approved by Trust Board: |  | <b>Lisa Sarikaya</b><br>Chief Executive Officer |
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| Date | Section Amended | Signature |
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## St. Bart's Mission

Our moral purpose is to provide the best education and curriculum in all our academies, enabling every child to realise their full potential.

## St. Bart's Vision and Values



We have a **Passion** for releasing potential in all our children and staff through the **Encouragement** and development of **Ambition**, aspiration and excellence in all aspects of our work. Our commitment is to place children at the centre of everything we do. Working in **Collaboration**, we strive to provide the highest quality of educational experiences and outcomes for young people in an inclusive environment. Through the **Enjoyment** of learning, we live life together in all its fullness through **PEACE**.

We believe this vision empowers children with the skills to make a positive impact on the future of the communities they serve.

Our Trust Christian ethos is also captured by the **PEACE** values and all schools work in close partnership (whether C of E or community) to ensure that all children, adults and the communities they serve flourish just as Jesus encouraged us to do in John 10:10 –

***“I have come that they may have life, and have it to the full.”***

## St. Bart's Sustainability

We are committed to educating our pupils about environmental concerns and the importance of living sustainably. We recognise our responsibility to ensure that pupils are prepared for a world impacted by climate change through learning and practical experience.

We encourage both pupils and staff to think about the environment and how their actions will impact upon their local surroundings, as well as the global environment.

We will ensure pupils are taught about environmental sustainability, promote an eco-friendly attitude, and ensure that the Trust itself is as sustainable as it can be.

# Mental Health and Wellbeing Policy

## 1. Introduction

St Bart's Multi-Academy Trust (MAT) is dedicated to promoting the mental health and wellbeing of all pupils, staff, and the wider Trust community. Recognising that mental health is as vital as physical health, we strive to create a supportive environment that fosters positive mental health and resilience across all our academies.

This policy is informed by the principles of the Charlie Waller Trust and tailored to the unique context of St Bart's MAT.

## 2. Policy Aims

- **Promote positive mental health:** Cultivate a culture that supports and promotes mental wellbeing for all members of the Trust community.
- **Early identification of needs:** Ensure a supportive environment where mental health needs are identified early, and appropriate interventions are implemented.
- **Comprehensive support:** Provide robust support to pupils and staff experiencing mental health difficulties, ensuring access to timely and effective care.
- **Education and awareness:** Equip pupils, staff, and parents with the knowledge and skills necessary to maintain and improve mental health.

## 3. Scope of the Policy

This policy applies to all pupils, staff, and parents/carers associated with St Bart's MAT. It encompasses the promotion of mental health, the identification of mental health issues, and the provision of support for those experiencing mental health difficulties.

## 4. Leadership and Responsibility

- **Trust Leadership:** The Board of Trustees holds overall responsibility for the mental health and wellbeing of the Trust community. The CEO will ensure that mental health is a key priority across all academies within the Trust.
- **SEND Strategic Lead and Senior Mental Health Lead (SMHL):** Lisa Henshall serves as the SEND Strategic Lead and is qualified as the Senior Mental Health Lead for the Trust. Lisa Henshall plays a crucial role in overseeing the implementation of this policy, coordinating mental health support, and leading strategic initiatives to improve mental health outcomes.
- **Designated Mental Health Leads:** Each academy within the Trust will have a designated Mental Health Lead responsible for implementing this policy at the academy level, coordinating mental health support, and liaising with the Trust's Senior Mental Health Lead.
- **Staff Responsibilities:** All staff have a responsibility to promote positive mental health and to identify and support those who may be experiencing mental health difficulties.

## 5. Promoting Mental Health and Wellbeing

- **Whole-School Approach:** Mental health and wellbeing will be integrated into the curriculum, pastoral care, and the overall ethos of the academies. Regular activities, assemblies, and workshops will focus on mental health topics.

- **Staff Wellbeing:** The Trust prioritises staff wellbeing by providing access to Employee Assistance Programs, mental health training, and promoting a healthy work-life balance. Reference should be made to SBMAT Staff Wellbeing Policy for further detail.

## 6. Strategic Meetings and Continuous Improvement

- **SMHL Meetings:** The Senior Mental Health Lead (SMHL) and the designated Senior Mental Health Leads from each academy within the Trust will meet every term. These meetings will focus on sharing good practice, reviewing the latest research, and considering local and national policies. The goal of these meetings is to develop strategies to continuously improve mental health and wellbeing outcomes for all members of the Trust community.
- **Collaboration with External Partners:** Representatives from the Mental Health Support Teams such as the MHST Clinical Lead and Schools Coordinator will attend these termly meetings (where possible). Their involvement supports academies with expert guidance and support in implementing effective mental health strategies and interventions.
- **Inter-MAT Collaboration:** St Bart's MAT actively participates in termly meetings with SEND/Mental Health Leads from a growing number of other Multi Academy Trusts. These meetings are essential for developing and sharing best practices across trusts, ensuring that we stay at the forefront of developing practices and build strong networks of like-minded professionals committed to improving outcomes in mental health and wellbeing for all.

## 7. Identifying Mental Health Needs

- **Early Identification:** Staff will receive training to recognise signs of mental health issues in pupils and colleagues. A clear process will be in place for referring concerns to the appropriate Senior Mental Health Lead.
- **Confidentiality:** All mental health concerns will be handled with confidentiality, respecting the privacy of the individuals involved; while ensuring they receive the support they need.

## 8. Support for Pupils and Staff

- **Internal Support:** The Trust will provide access to a range of trained mental health professionals, which may include counsellors, ELSAs, Nurture Leads, Trauma informed staff and peer support programs. Senior Mental Health Leads will work closely with these professionals to ensure timely and effective support and to review impact.
- **External Support:** Where necessary, the Trust will facilitate access to external mental health services and support agencies including CAMHS.
- **Crisis Management:** The Trust will have a clear protocol for managing mental health crises, ensuring the safety and wellbeing of all involved.

## 9. Education and Training

- **Pupil Education:** Mental health education will be embedded in the curriculum, with age-appropriate content delivered to all pupils. Topics will include managing stress, understanding emotions, and seeking help.
- **Staff Training:** Regular training will be provided to all staff to equip them with the skills needed to support pupils and colleagues. This will include training on recognising mental health issues, providing first-line support, and knowing when to refer to specialist services.

- **Parent/Carer Involvement:** The Trust will work in partnership with parents/carers to support the mental health and wellbeing of pupils. This will include providing information, workshops, and resources to help parents/carers support their children's mental health.

## 10. Monitoring and Evaluation

- **Ongoing Monitoring:** The implementation of this policy will be regularly monitored by the Trust Leadership Team and reviewed at least every two years to ensure it remains effective and relevant.
- **Feedback Mechanisms:** Feedback from pupils, staff, and parents/carers will be actively sought to inform the ongoing development of mental health and wellbeing initiatives across the Trust.
- **Impact Assessment:** The Trust will assess the impact of its mental health and wellbeing initiatives through surveys, focus groups, and other evaluation methods to ensure they are meeting the needs of the Trust community.

## 11. Conclusion

St Bart's Multi-Academy Trust is committed to fostering a supportive and inclusive environment where mental health and wellbeing are prioritised. Through collaborative efforts, continuous improvement, and active engagement with external partners, we aim to ensure that every member of our Trust community can thrive both academically and emotionally.



# ST. BART'S

## MULTI-ACADEMY TRUST

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