

Mental Health and Wellbeing Principles Policy – appendix

Wainwright Primary Academy

September 2024

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“Mental health is a state of wellbeing in which every individual realises 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)

1 Executive summary

This statement applies to all Diverse Academies employees and associated governors, trustees and volunteers.

Diverse Academies continues to take the mental health and wellbeing of all stakeholders and children very seriously.

To this end, our trust continues to follow the key principles outlined in the CASCADE framework devised by Children’s Integrated Commissioning Hub (ICH), Nottinghamshire LA, revised guidance from the [DfE publication](#) using resources from [Young Minds](#) the [NSPCC](#) alongside the ongoing research and resources from the Anna Freud Centre for Children and Families ([Mentally Healthy Schools](#))

Wainwright Primary Academy is committed to providing:

- clarity over roles, remit and responsibilities of all partners involved in supporting the mental health of children, young people and adults working within our academies
- an agreed point of contact with Mental Health services
- structures to support shared planning and collaborative working
- common approaches to baselining children and young people in order to provide comparative outcome measures across academies
- academies continue to draw on and learn from best-practice in mental health provision – both from within the local authority and using national research
- continue to work towards a fully integrated access to support across a range of external providers and agencies
- apply an evidence-based approach to intervention

In creating these principles, detailed attention has been given to the following key elements of very best practice, as outlined in the DfE document [‘Supporting Mental Health in Schools and](#)

We are committed to providing outstanding mental health practice through the adoption or facilitation of:

- **a designated local mental health lead (MHL)** – the gatekeeper and first point of contact for all **academy based mental health practice** and protocols
- **a designated mental health ambassador**
- a mechanism for identifying mental health needs across each academy
- adherence to the Trust principles on mental health and the formulation of a local offer in each academy
- a mechanism for identifying mental health need and curriculum coverage across each academy – My Concern linked to the professional development programme – under the direction of the respective SDLs, safeguarding and professional development
- the incorporation of effective, pre-emptive mental health education and provision in the curriculum using for example [G.R.E.A.T.](#) project materials and resources at primary level to support children experiencing / witnessing domestic abuse – updated to link in with and reflect the [peer-on-peer sexual harassment and abuse regional](#) and [national agenda](#)
- the use of summative and formative data (hard and soft) to identify mental health need in order to provide bespoke support and demonstrate impact
- an engagement with parents/carers and other stakeholders in supporting children and young people’s mental health
- ensuring that a regular, meaningful and targeted student voice is carried out, analysed and helps to shape the direction of the respective academy mental health offer / RSE curriculum
- the creation of a single point of contact with all mental health services
- facilitating counselling to support children, young people and adult mental health within each academy
- whole academy approaches to mental health in conjunction with Trust principles, the DSL Team Network group and the PDBA strategic development group (SDG)
- all academies investing in the Healthy Lives initiative, including the development of strategies to improve stress and anxiety management, nutrition and sleep hygiene
- a commitment at Trust level to provide academy-based staff with additional accredited training for example through DfE funded Designated Mental Health Strategic Leader accredited national training via National College, Anna Freud or Leeds Carnegie University, CACHE L2 on Mental Health in Young People, Poverty Proofing, ACEs, THRIVE and/or Forum Counselling CPD.

2 Roles and responsibilities

All adults working with or on behalf of children have a responsibility to promote their wellbeing, and each academy has their own point of contact. There are, however, key people within the Diverse Academies who have specific overview of mental health provision across the Trust.

Role	Name	Contact Details
Designated Trustee for Mental Health	Margaret Blore	mblore@gov.diverse-ac.org.uk
Designated Mental Health Lead (Trust)	Patrick Knight, Executive Assistant Principal PDBA & Safeguarding	pknight@diverse-ac.org.uk
Designated Mental Health First Aid	Carly Ripley	cripley@wainwrightprimary-ac.org.uk
Wellbeing Champion	Donna Bennett	dbennett@wainwrightprimary-ac.org.uk
ELSA (Emotional Literacy Support Assistant)	Donna Savage	dsavage@wainwrightprimary-ac.org.uk
Healthy Families Team		MansfieldHFTCluster@nottshc.nhs.uk Phone: 01623 435522/01623 420692
Children & Adolescent Mental Health Services (CAMHS)		www.nottinghamshirehealthcare.nhs.uk/camhs Phone: 0115 969 1300 Nottinghamshire Healthcare NHS Foundation Trust Duncan Macmillian House Porchester Road Nottingham NG3 6AA

Referrals

Will be carried out in conjunction with the respective academy Designated Safeguarding Lead following the protocols outlined in the over-arching Diverse Academies safeguarding policy.

3 Training

Diverse Academies has a continuing commitment to providing cutting edge training.

As a minimum all Diverse Academies staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep all children safe.

All staff have completed the 'Mental Wellbeing in Children & Young People' on National College, and each new member of staff will be asked to complete this as part of their induction process. The Diverse Academies SharePoint site will host relevant information for lead staff in safeguarding and Family Support Advisor.

Training opportunities for staff who require more in-depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate.

Mental health training through cluster workshops (such as delivered by ICH / Anna Freud Centre / Tackling Emerging Threats to Children Team (Notts LA).

Formal Level 3 designated safeguarding lead training will be undertaken every two years, within this training mental health will be covered.

National College modules on 'adverse childhood experiences', 'dealing with bereavement & loss', 'mental wellbeing in children & young people', 'online safety' and 'child neglect' available to ALL staff; but specifically, to DSL/DDSLs and mental health designated personnel.

The Trust and our academies continue their commitment to providing holistic support for those children and families struggling with mental health through the adoption of the guidance above, as set out by the DfE, the local safeguarding partnerships (Notts / Lincs) and resources from a variety of sources such as Young Minds, Anna Freud Centre and National Online Safety.

4 Designated mental health lead

The designated mental health lead in the academy will:

- ensure the academy's mental health offer is updated and reviewed annually (in conjunction with the academy leadership team and SENDCO) in line with the safeguarding policy review and mental health principles updates
- ensure that the mental health provision / audit initially completed by all academies in 2018-19 is continually updated and revised to reflect current practice and provision within the academy
- carry out an annual audit of best practice in conjunction with the respective leadership team in each academy, including the SENDCO alongside the Trust PDBA Lead and SDG
- work strategically to ensure mental health provision and procedures are up to date and support development work within the Trust
- ensure that agreed Trust-wide initiatives to improve mental health are carried out locally in their respective academy – for example, through dedicated curriculum provision in SMSC/PSHE/RSE
- ensure parents are aware of the Trust mental health principles statement and the local academy appendix; that they are given opportunities for parental engagement, that they understand how to access the services available and have information about the local offer in the respective academy – through the website
- ensure, along with the DSL, that any further accredited staff training on mental health is recorded in the SCR in accordance with Diverse Academies expectations

5 Trustees and academy committees

The Trustees and local academy committees will be collectively responsible for ensuring that mental health arrangements are fully embedded and understood within each academy and operate alongside the current safeguarding policy and protocols:

- ensuring there is an individual member of the Academy Committee to oversee mental health issues within each academy (through delegation to the EAP, PDBA)
- ensuring that each academy has effective policies and procedures in line with statutory guidance on safeguarding, as well as with local authority safeguarding partnerships and CAMHS guidance
- monitoring each academy's compliance with current guidance

6 Appendix to principles statement

Contact points / directory for mental health services:

MansfieldHFTCluster@nottshc.nhs.uk

[NHS Child and Adolescent Mental Health Services](#)

[NHS Child and Adolescent Mental Health Services Crisis Resolution Home Treatment Team](#)

[Anna Freud Mental Health Charity and Pioneer](#)

[Kooth Confidential Online Portal for 11-25 year olds](#)

[Freed Beeches Eating Disorders Service](#)

[Young Minds Young Peoples Mental Health Service](#)

[Papyrus Prevention of Young Suicide](#)

[Safe Time Nottinghamshire: The Children's Society](#)

[Nottinghamshire: Emotional Wellbeing](#)

7 Review

The principles statement will be reviewed annually by the Executive Principal, Personal Development Behaviour Attitudes Lead and the Personal Development Behaviour Attitudes Strategic Development Group, in consultation with the academy's Designated Safeguarding Leads and Special Educational Needs and Disabilities Coordinator.