



Mental Health & Wellbeing Policy

2021 – 2022



مدرسة جيمس متروبول
GEMS Metropole School
MOTOR CITY

Approved by:	Mr. Naveed Iqbal
Date of review:	July 2021
Next review date:	July 2022

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1. Aims

At GEMS Metropole School, we are committed to supporting the positive mental health and wellbeing of our whole school community (children, staff, parents and carers). We recognise that mental health and emotional wellbeing is just as important to our lives as physical health. The safety and welfare of our students are of the utmost importance, and therefore part of this commitment is taking steps to proactively safeguard the mental and physical wellbeing of every member of the Metropole community – primarily our students.

2. Statutory Requirements

Mental health is an integral and essential component of health. The World Health Organisation March 2018 constitution states: “Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.” Mental health is a state of wellbeing in which an individual realises his or her abilities, can cope with the normal stresses of life, can work productively and can make a contribution to his or her community.

Metropole aims to promote the development and maintenance of mental wealth, health and wellbeing within all of its provisions and associated services. Our approach has been developed in line with the KHDA which summarises the role of educational providers as:

- Prevention: creating a safe and calm environment where mental health problems are less likely, improving the mental health and wellbeing of the whole school population, and equipping pupils to be resilient so that they can manage the normal stress of life effectively;
- Identification: recognising emerging issues as early and accurately as possible;
- Early support: helping pupils to access evidence-based early support and interventions; and
- Access to specialist support: working effectively with external agencies to provide swift access or referrals to specialist support and treatment.

We are committed to maximising opportunities for students to engage with health and wellbeing education. Opportunities include curricular strands such as social and moral education, cyber safety, physical education; whole school activities e.g. assemblies, participation in local and national initiatives such as mental health awareness week, anti-bullying programmes; specific health awareness weeks or days. Additionally, students are encouraged to advocate for themselves and their peers through student

voice initiatives such as the Peer Mentors who are trained Teen to Teen Mental Health First Aiders. The community is encouraged to develop a culture of openness to ensure that students are aware of named adults within the school that they can speak to, including the Designated Safeguarding Lead (DSL), Heads of Years, school counsellors and the peer mentors.

Metropole developed school-specific Health & Wellbeing coordinators to enable and provide good practices that support student, staff and family's health and wellbeing. The wellbeing and personal development are closely monitored whilst ensuring the that Metropole successfully promotes a safe and healthy lifestyle.

To ensure that staff understand how to support good mental health and wellbeing, as well as maintain the necessary boundaries, Metropole supports a range of training and development opportunities for staff to participate in. Mental Health First Aid is delivered from external therapy centres and each section of school has has at least one member of staff who is trained in Mental Health First Aid.

3. Community Entitlement

All students, staff and parents will:

- Be encouraged to treat themselves and others with dignity and respect;
- Engage in mental health and wellbeing curriculum-related topics and initiatives;
- Be encouraged to raise any wellbeing concerns with staff;
- Adhere to this policy and any related policies and procedures.

Mental Health First Aiders will:

- Undertake and regularly refresh their Mental Health First Aid training to provide non-diagnostic and non-judgemental support for mental health and wellbeing within their provision;
- Provide relevant advice and support to pupils/students and staff as required, including signposting to appropriate sources of further support

All staff will:

- Treat all people with dignity and respect;
- Understand their safeguarding duties concerning students' mental and physical health and wellbeing, and raise any concerns promptly with the DSL or other members of the safeguarding team;
- Adhere to this policy and any related policies and procedures.

4. Safeguarding

Our safeguarding/child protection policy outlines the school's procedure for checking the identity and suitability of visitors. Education and training providers will be expected to adhere to this policy.

5. Roles and Responsibilities

It is incumbent upon all staff members to recognise the boundary between support and professional health care. **Only suitably trained healthcare professionals are qualified to diagnose and treat health conditions, whether mental or physical.** As a community of educators, it is our responsibility to safeguard our students, staff and parents health and wellbeing through the appropriate channels e.g. in-house support and onward referral. In doing so, it is crucial to ensure that appropriate boundaries are set and adhered to at all times.

- **Health & Well-being co-ordinators will:**

Review updated policies regularly and receive termly updates on student and staff wellbeing as part of safeguarding reporting

- **The School Senior Leadership Team (SLT) will:**

- Regularly review this policy and any attendant procedures
- Ensure that a suitable training programme is available to staff, drawing on the breadth of expertise across the Metropole family to ensure that CPD is informed by best practice in both general and specific terms

- **The Designated Safeguarding Lead, Wellbeing & Learning Support will:**

- Provide regular supervision, training, advice and guidance with a focus on student mental health and wellbeing;
- Regularly Convene at staff specialist networks to promote cross-organisational working and share best practice;
- Ensure that their training is regularly updated;
- Regularly report to Metropole SLT on safeguarding matters including student mental health and wellbeing.

- **Principals and Senior Leadership Teams will:**

- Promote a culture of mutual respect, trust between pupils/students and staff and the fostering of a positive learning environment.

- Ensure that staff can access relevant training and that it is regularly updated as appropriate e.g., Mental Health First Aid
 - Ensure that staff supporting students through challenging situations such as self-harm are themselves well supported via appropriate channels e.g., immediate and follow-up debriefs with the relevant Teams; access to School Clinic
 - Termly report on student wellbeing to the School Senior Leadership Team and the Local Advisory board.
 - With the DSL, produce and maintain referral routes, partnerships with any external agencies such as clinical psychology services, staff training and responsibilities etc.
- **Designated Safeguarding Leads (DSL) will:**
 - Ensure that mental and physical wellbeing considerations are embedded within safeguarding and child protection practice, including environmental and social factors that form part of the provision's contextual safeguarding approach.
 - Ensure that all staff understand their safeguarding duties about mental and physical wellbeing;
 - Regularly review systems for supporting good mental and physical health and wellbeing within their provision.

6. Links to other Policies

- Safeguarding/child protection policy
- Health and Safety policy
- School Counselling policy
- Peer mentoring policy
- Inclusion policy

7. Monitoring Arrangements

The school's arrangements for managing the access to education and training providers to students is monitored by Mr. Russell Foster – School Operations Manager.

This policy will be reviewed by Ms. Rubiena Zahoor – School Psychologist, Tracey Ferguson – Head of Inclusion annually. At every review, the policy will be approved by Mr. Naveed Iqbal – Principal and CEO