

ST. CHRISTOPHER'S C. E. HIGH SCHOOL

A Church of England Academy

WHOLE SCHOOL EMOTIONAL HEALTH AND WELL-BEING POLICY

MISSION STATEMENT

St Christopher's is a Church of England Academy where pupils and staff work together, in the knowledge and love of God. We try to act out our faith in daily life, with Christ as our example.

Within our strong Christian, Anglican context, we seek to promote the spiritual, moral, cultural, intellectual and physical development of our pupils, growing together as a caring and supportive community whilst preparing them for the opportunities, responsibilities and experiences of their adult lives.

We aim to achieve our mission by providing an environment which

- recognises that each member of the school community is an individual with specific needs and strengths
- fosters mutual respect and concern for others
- values the contribution made by each member of the school community
- encourages and celebrates positive achievement
- actively supports those in need.

STRUCTURES WHICH SUPPORT THE WELL-BEING OF OUR PUPILS

Spirituality: Year chaplain support, Spirituality Days, Christian Union, Sixth Form Spirituality working party.

Transition: Primary visits, Intake Evening, Year 7 Taster Day, Bowley trip, Strawberries and Pimms Evening, Sixth Form Taster Day, Anderton Centre trip.

Pupil voice: School Council, Sports Council, Anti-Bullying Week survey, Health Needs Assessment, Eco Rep meetings, Sixth Form Social Committee, Sixth Form Spirituality Committee, staff interview pupil panels.

Safe and healthy lifestyles: Anti-bullying week, PSHEE – drug and alcohol education, SRE guidance (making safe choices), cyber safety assemblies, Sixth Form Health Fair, healthy diet education, healthy catering, Dads and Lads cookery club, Healthy Week, Activity Day.

Peer and Staff Mentoring: Year 7 mentors, Walking/Bus Buddies, Sixth Form coaching programme (7, 8, 9), Year 11 staff mentors, Pupil Premium mentoring (8), Sixth Form Subject Ambassador support, Sixth Form ILP and UCAS meetings.

Counselling: One-to-one and small group counselling with School Counsellors, Pastoral Support Officer, Girls' Group and outside agencies e.g. HARV, Barnados, Young Carers, Police Youth Worker.

Rewards and responsibilities: Year 11 and U6 proms, Sixth Form Christmas Party and Alton Towers trip, Year 7 Lightwater Valley trip, Activity Day, Year 11 Blackpool trip (also see the Whole School Behaviour Policy – Rewards).

Additional structural support: effective use of PP funding; recording, analysis and action re. bullying incidents; monitoring of Pupils/Students In Need.

TARGETED SUPPORT

We recognise that some children and young people are at risk of experiencing mental health difficulties. Staff alert colleagues through IRIS or a 'Cause for concern' sheet, to Mrs Collier or Mrs Parkinson. Personalised support is provided, which will involve close liaison with parents. In-school counselling is available and where appropriate outside agencies e.g. ELCAS are referred to. Young people's needs and progress are reviewed in regular Pupil/Student In Need meetings, weekly pastoral meetings and external agency meetings.

DEALING WITH SELF-HARM

A small proportion of children respond to their personal feelings by choosing to self-harm.

In support of St Christopher's caring, Christian school ethos, this policy aims to address the issue of self-harm by:

- clarifying procedures for dealing with pupils who self-harm and how to offer short and long term support
- providing support depending on pupils' individual needs
- helping all affected pupils improve their self-esteem
- supporting staff who come into contact with people who self-harm
- educating pupils, parents, staff and governors about self-harm issues.

DEFINITION OF SELF-HARM

Self-harm can involve:

- cutting, often to the arms or thighs
- burning
- punching and bruising
- head banging
- hair pulling
- restrictive or binge eating
- inserting or swallowing objects
- overdosing
- problematic substance misuse
- risk taking behaviour.

It is often believed that self-harm is closely linked to suicide. However, the majority of young people who self-harm are not trying to kill themselves – they are trying to cope with difficult feelings and circumstances.

WHY SOME PEOPLE SELF-HARM

- Family relationship difficulties
- Peer relationship difficulties
- Bullying
- Significant trauma e.g. bereavement, abuse
- Difficult times of the year e.g. anniversaries
- Trouble in or out of school
- Feeling under pressure to conform/achieve
- Significant change e.g. divorce, new school, new area
- Low self-esteem

ROLES AND RESPONSIBILITIES

The Head Teacher will:

- liaise with the designated team responsible for dealing with self-harm issues (Mrs Parkinson, Ms Collier, Mr Costigan and School Nurse)
- ensure that the designated team receives appropriate training and support
- ensure that the self-harm policy is followed by all members of staff.

The Governing Body will:

- support the inclusion of age-appropriate information for pupils
- ensure that education about self-harm neither promotes nor stigmatises
- be kept aware of provision for people who self-harm e.g. support programmes, long-sleeved uniform and PE kit choices, 'time out' cards and parental information.

All staff and teachers will:

- listen to young people in emotional distress calmly and in a non-judgemental way
- report self-harm to designated staff (or if unavailable, to Heads of Year) the same day, using a 'Cause for Concern' slip
- not make promises to young people e.g. not assuring confidentiality
- enable the use of 'time out' cards as required
- develop knowledge about self-harm and emotional health and well-being through staff training.

The designated team will:

- assess each case according to the needs and wishes of the individual
- coordinate a programme of support, including long-term monitoring (School Nurse support will be offered)

- keep centralised records of self-harm incidents and concerns through IRIS, Pupil/Student In Need records (SP) and referrals/safeguarding issues (SL)
- keep up-to-date with self-harm information (maintain a central file of information and support resources – SP)
- liaise with the Head Teacher, Governors and Heads of Year
- contact parents at appropriate times, providing support information (the young person will be involved in this process)
- know when other agencies should be involved (and consider when/whether to submit a CAF)
- know when and where to seek help to deal with their own well-being.

Pupils and students will:

- be encouraged to talk to a member of staff if they are in emotional distress
- be encouraged to tell a member of staff if they suspect that another person is in emotional distress
- be expected to keep any self-harm wounds clean and hygienically dressed.

Parents will be encouraged to:

- work in partnership with St Christopher's staff
- share concerns regarding children's well-being and self-harm issues
- access information from newsletters and the school website

Arrangements for monitoring and evaluation:

Feedback from young people, parents and staff as to how self-harm incidents have been dealt with will inform policy and procedure developments.

Links to other policies:

Safeguarding, PSHE, Health and Safety, Behaviour Policy, Action against Bullying.

STRUCTURES WHICH SUPPORT THE WELL-BEING OF OUR STAFF

Induction:

New staff induction day, NQT and trainee training sessions, safeguarding training.

Staff voice:

Staff surveys, consultation on key events, year team meetings, newly developed Staff Well-Being committee.

Professional support:

Teaching and learning groups, Teach Meet lunchtime sessions.

Healthy lifestyles:

Fitness activities, healthy catering.

Counselling:

School Counsellors

Inclusive approach:

Well-being staffroom display board, Social Committee, staff gift collection fund.

Extras:

Catering provided for staff at Parent's Evenings, meetings, INSET days, twilight sessions, morning and break refreshments; and washing-up provision.

Emotional health and wellbeing champion: Mrs S Parkinson, Assistant Head teacher.

Compiled by Mrs S Parkinson, in liaison SC, SMT, HOY, teaching, admin, site, cleaning and catering staff, Governors' Pupil Welfare Committee and pupils.

Reference made to the following documents:

NICE guidance, Children and Young People's Mental Health Coalition, Public Health England, CYP harm-ed training pack.