



HYMERS COLLEGE

Mental Health Policy

1. Aims

As a school we aim to provide a disciplined and caring environment in which pupils may work and play without being subjected to harm and distress, and in which they may enjoy their time at school.

We are committed to ensuring the safety of pupils within the establishment who may present with mental health difficulties, mental health formal diagnoses, or a sudden onset of a change in their wellbeing.

We aim to increase the level of awareness and understanding amongst pupils, staff, and parents of issues involving the mental health of young people by providing clear communication to all.

We aim to detect, triage, assess and develop supportive plans for pupils in their earliest stages and to be as proactive as possible through identification of need and clear communication between teaching staff and School Nurses.

This policy aims to provide parents with the reassurance that the school takes mental health issues seriously and has a number of strategies in place to support pupils. It also acts as a guide to staff as to how to deal with pupils who need support in this area.

2. What is 'Mental health'?

Mental Health is a state of balanced emotional, psychological and social wellbeing in which an individual can realise their own abilities, can cope with the normal stresses in life, can positively relate to others, can work productively and fruitfully, make sound choices and is able to make a contribution to their community which is important at every stage of life.

3. Current Mental Health Support in School

The current platform for mental health is the provision of an on-site registered mental health nurse (Welfare Nurse) Monday-Friday who will triage, assess, offer ongoing support and refer and signpost to external services where indicated (see section 6 and 7) for pupils from Reception to Year 13.

Pupils will be seen one to one in a safe environment and on a needs led basis, being provided with evidence based information, coping strategies and support. During the school year there

will be information provided to the school as a whole either through PHSE lessons, assemblies or notice boards allowing them varying platforms to access information regarding their mental health and the overall promotion of their wellbeing.

Our current structure and aim is to provide support and coping skills for pupils presenting with anxiety, panic attacks, self-harm (regular / new episodes), sexuality confusion, eating disorders, depression or low mood, self-esteem issues, stress, unhelpful thinking styles, warning signs for changes, or a sudden onset of a change to overall wellbeing which requires support.

This also incorporates the wider emotional, psychological and social well-being of pupils, how they think, feel and act, how they handle stress, relate to others and make positive choices to improve their personal and school life.

Where there is a risk identified we will complete a Hymers College Safety plan which is tailored to each individual pupil and encompasses information on how they may present in lessons if their wellbeing and mental health fluctuates, without disclosing any confidential information and how they can support themselves and equally how the school can support them. Parents will be notified of this in a telephone call prior to completion. Parental consent is not essential to complete a safety plan as it is a school, supportive measure and only used in school with staff on a need to know basis.

We have access to a school counsellor who pupils can be referred to by either self-referral or school referral. The school counsellor currently sees Pupils on a 1:1 basis via MS Teams or in person at her home address (subject to Covid-19 restrictions).

Other support available for pupils to access support is the Lead School Nurse who is a registered Paediatric Nurse, one of our team of trained school 'Buddys' (a pupil mentoring and support programme), our PSHE programme, Form Tutor mentoring and trained pastoral staff.

4. Process of referral for in school Mental Health support

Pupils can be referred to the Welfare Nurse by the Lead School Nurse, teaching staff, and support staff or self-refer.

Where the Lead School Nurse refers, the pupil will be triaged and assessed to ensure the support offered meets their needs.

Where teaching staff refer, there is an expectation that they will have had a conversation with the pupil in regard to what their concern or difficulty is and the Welfare Nurse will be notified via email or our school reporting system, CPOMS or verbally. The Welfare Nurse will then contact the pupil via email or in person and arrange an appointment at a mutually agreed date and time.

Where a pupil wishes to self-refer, they can do this by either attending the Welfare Office in person to book an appointment, speak with the Lead School Nurse in the medical room who will notify the Welfare Nurse or send an email to the Welfare Nurse, all with a brief overview

of what they would like to discuss. Pupils can also email the Welfare Nurse to request support and appointments will be offered in a similar manner.

Parents may also contact the Welfare Nurse directly via email or telephone should they wish to discuss anything in regards to their child's wellbeing.

5. Mental Health and Managing Risk:

Hymers College takes mental health and associated risk levels seriously and the management of such.

Often, the early signs that a pupil may be experiencing the beginnings of, or sudden changes in their wellbeing or level of risk, are more noticeable to those around them. In this instance teaching staff are likely to be those present to notice such changes. Any concerned member of staff will first speak to the pupil to seek information on their current wellbeing and then adhere to the following plan:

Where concerns are identified, contact the Welfare Nurse via telephone, email or in person for support and advice.

1. If the Welfare Nurse is not available at that time they can contact the Lead School Nurse via telephone, email or in person for support and advice.
2. The member of staff will communicate concerns with the Pupil's form teacher, Head of year (HOY), Deputy Head Pastoral or other DSL if indicated.
3. All information will be recorded accurately and in a timely manner onto the school's system, CPOMS, and alerting any relevant staff to this information.

Following this the Welfare Nurse will meet with the pupil and triage, assess and gather information around their mental health and associated risk. This may also include gathering information such as any current engagement and support from external services (please see section 6) and subsequent communication with the service to ensure all relevant information is safely shared and the pupil is supported and with their consent. The Welfare Nurse will communicate any concerns to Parents, with the knowledge of the pupil and will also ensure the pupil is reassured and supported with this. The Welfare Nurse will share any supportive plans to manage risk in the whole school environment to relevant teaching and support staff.

Where a pupil is known to have support from external agencies the Welfare Nurse will seek consent to liaise with the service to ensure we adhere to current care planning, risk and escalation planning to preserve the pupil's safety, alongside that of the whole school community. If assessed and indicated the school will develop an internal care plan to ensure the pupil's mental health and risk is supported and managed within the school environment as an addition to an external service care plan, which will be agreed and shared with any relevant external agencies.

During their schooling, an admission to a mental health unit may occur. In order for the pupil to safely return to school, the Welfare Nurse, Lead School Nurse, Deputy Head (Pastoral)

and HOY will need to have verbal communication with the pupil's Psychiatrist, involved service keyworker and any other service involved to discuss the following:

1. The pupil's historic and current risk to self or others.
2. The pupil's risk presentation (early warning signs for risk escalating).
3. The pupil's current care plan and discussion around the adaptation of the care plan and risk management plans for the school environment, as mentioned above.
4. Current medication and medication regimes.
5. The pupil's planned support ie keyworker appointments, crisis team appointments, home treatment team appointments to ensure provisions can be made for in school visits (professional checks, confidential room space) if required.
6. A plan of who to contact should an urgent situation occur whilst in school.

The pupil will not be able to return to school until this communication has taken place in order to maintain the safety of the pupil and school as a whole.

The Welfare Nurse or where necessary the Lead School Nurse or Deputy Head (Pastoral) will communicate the information to the teaching staff accordingly, maintaining confidentiality and sharing the information on a need to know basis (this will include any safety plan whilst the pupil is in school and not disclose the nature of the pupil's difficulties).

If risk is assessed to be in an acute or crisis stage during school hours then all staff can contact the emergency services and request attendance.

If any member of Staff feels that the pupil is in immediate danger of harm from others then they should follow the school's safeguarding policy and inform the Designated Safeguarding Lead. (Please see Hymers College Safeguarding Policy).

6. External agencies

- Hull Safeguarding Children's Partnership.
- Early Help and Safeguarding Hub.
- CAMHS –Child and Adolescent Mental Health Service. Where there is an identified need for a Pupil to be referred to CAMHS, the Welfare Nurse will discuss this with the Pupil, Parents and can make the referral on behalf of the family. The family can also make the referral if they chose. Should a Pupil be referred to CAMHS whilst a Pupil in the school, or prior to joining the school there is an expectation that the Welfare Nurse or Lead School Nurse is notified of such to ensure appropriate support is in place, although we do recognise that Pupils and their families may not wish to disclose this and confidentiality remain a priority in this instance.
- MESMAC – Advice and sexual health organisation.

- GP Services.
- Families' Together Service – supporting families affected by cancer in the East Riding of Yorkshire.
- Education Welfare Officers.

7. Support and Signposting

To support the ongoing management of a pupil's mental health in school, it is essential to provide them with information and resources to access during school hours and also non-school hours.

Resources and support channels Hymers College use:

- The Welfare Nurse uses various evidenced based resources to support all Pupils on a needs and information basis. These resources are based on the principles of CBT (cognitive behavioural therapy) which can go some way to supporting a pupil to make sense of overwhelming problems by breaking them down into smaller parts to work through and DBT (dialectical behavioural therapy) which can be useful in supporting changes in moods, behavioural patterns and associated risk. The Welfare Nurse updates these resources regularly and will always keep up to date with changes to legislation and supportive resource material.
- Posters and displays around the school, information boards in the LRC which will be rotated termly to align school life such as how to manage exam pressures, coping with worry, building resilience and healthy living.
- We will provide Pupil's with a survey to assess their needs and provide support interventions that meet the overall needs of the year groups through group work, PHSE or assemblies.
- Young Minds – this is a free 24 hour a day text message service which any young person can access by texting YM to 85258. All texts here are answered by trained volunteers, with support from experienced clinical supervisors.
- Kooth – this is an online mental wellbeing community which provides free, safe and anonymous support to any young person where they can find helpful articles, tips from others, discussion boards and resources such as daily journals to track their feelings, emotions and reflect on their wellbeing.
- CAMHS crisis line – this is a telephone number they can be provided with to access 24 hour support if they are experiencing acute emotional distress and are struggling to cope.
- CAMHS Contact Point – 01482 303688

7. Consent

The NHS cites that consent means a person must give permission before they receive any type of medical treatment, test or examination done on the basis of an explanation by a Clinician. Consent is required regardless of the procedure.

By very definition, the pupil's consent to speak with the Welfare Nurse will be obtained prior to contact, and upon contact. Consent will be sought by the Welfare Nurse to begin conversation around their mental health. Additionally consent will be obtained from the pupil to share any information necessary with teaching staff, parents and involved external agencies which will begin with a full explanation of the reasons to share.

Information in school will only be shared on a need to know basis. Where there is an identified risk, information on the management of risk will be shared with teaching staff to ensure the safety of the staff and other pupils.

8. Supervision and information sharing

We hold termly Pastoral meetings that will include the Welfare Nurse, Lead School Nurse, Deputy Head Pastoral and where applicable the HOY (Head of Year) when pupils will be discussed to ensure mental health, safety and risk is monitored, reviewed and managed within school. We also hold regular meetings to keep both Nursing and Teaching Staff up to date with any information where pupils will be discussed and supportive plans maintained.

Confidential information is shared with teaching staff on a need to know basis and under the NMC Code of Professional conduct guidelines. Within this document it outlines only necessary information to be shared with others, however when it is in the interests of patient (in this case Pupil) safety confidentiality can be overridden.

9. Linked Policies

- Child Protection & Safeguarding Policy
- Self-Harm Policy
- Stress Policy
- NMC guidelines

Lizzie Picton
Welfare Nurse (RMN)
Revised - March 2023

APPENDIX A

Hymers College Pastoral Team

Designated Safeguarding Leads



Headmaster
Mr Justin Stanley
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Designated Safeguarding Lead
Senior School: **Mrs Helen Jackson**
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Designated Safeguarding Lead
Junior School: **Mr Peter Doyle**
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Deputy Designated Safeguarding Lead
Director of Sixth Forms:
Mr Charlie Gaynor-Smith
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Deputy Designated Safeguarding Lead
Head of Middle School:
Mrs Natalie Calvo-Jack
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Deputy Designated Safeguarding Lead
Head of Lower School:
Dr Rachel Bennett
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Designated Safeguarding Governor
Mrs Elizabeth Wilson
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Pastoral Team



Head of Year 7
Dr Alex Smith
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Head of Year 8
Mr James Hayes
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Head of Year 9
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Head of Year 10
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