



Mental Health & Wellbeing



Student and Staff wellbeing has always been a priority at APHS and now more than ever it is essential we all encourage each other and take responsibility for looking after ourselves by following advice and seeking additional support when we need it. If you had a suspected broken leg, you would seek help, likewise if you need mental health support you should speak up. Your mental health is just as important as your physical health and as we know they often work together. We take a whole-school approach to mental health and encourage students and staff to think about both their mental and physical wellbeing by making sure relevant information is always available at the time it is needed. In providing support for our students and families we work particularly closely with Wells Primary and Nursery School and Burnham Market Primary School. As Wensum Trust Schools we share the same philosophy and approach to supporting our children, families and our community.

Context

We are aware of nationally published figures detailing the percentage of adults from North Norfolk who access or have accessed specialist mental health support and recognise the challenges many families face. The impact of isolation, lack of transport, poor community services, poor facilities for indoor sport / activity, disability, seasonal employment challenges and poverty can all affect an individual's wellbeing. We are aware that lockdowns and isolation have created additional difficulties regarding mental health, particularly for families who were already isolated.

Culture

Our culture and approach towards mental health and well-being is our strongest asset. Every day is a Mental Health Day and we must all be kind and supportive towards our peers and colleagues. As parents, staff and students we must model this behaviour at all times. The inclusive, caring and supportive school culture is essential in supporting good mental health and wellbeing.

Through Department for Education funding to support developing mental health in schools, the Principal will complete the DfE assured Senior Mental Health Lead Training: Embedding a Strategic Approach as Senior Mental Health Lead - Advanced) through the Carnegie Centre of Excellence for Mental Health in Schools.

Policies and Procedures

Our policies and procedures reflect our culture and the needs of our students.

- **Behaviour and Emotional Regulation Policy:**
During the Autumn Term 2021-2022, we renamed and amended our Behaviour Policy. Our Behaviour and Emotional Regulation Policy reflects accurately our approach to supporting students who due to various reasons, including poor mental health or wellbeing may not meet our expectations. We believe in consequences as part of a learning process but we also see poor or different behaviour as a form of communication and we need to understand the reasons for these behaviours and support students in understanding these feelings themselves and then managing them and / or dealing with the cause of that behaviour. A consultation with parents took place in December 2021.
- **Relationship and Sex Education Policy:**
During the Autumn Term this policy was also reviewed and amended to reflect what students need. This included adding specific teaching regarding the brain, its development and emotional regulation. The policy was also reviewed in line with the Ofsted review into Sexual abuse, online sexual abuse and sexual harassment. A consultation with parents took place in December 2021.

Supporting Students

Students and staff mental health is a priority for us and this is recognised in our School Improvement and Development Plan for 2021-2022.

We strive to provide the best support for students as individuals. The personalised support we provide for each student is a real strength of the school. In our last parent survey said that her child felt “safe, loved and looked after at APHS”.

The Wensum Trust, whom we are part of has a strong focus on Emotion Coaching and a relational approach to supporting students and each other. Wensum Trust Central Team has provided specific training and opportunities. Alderman Peel High School is recognised as a leader in this aspect of school improvement, within the Trust.

The Hub

- Since the return to full school opening, post covid, our priority has been to re-establish the positive relationships within school between peers and between students and adults. Alongside re-establishing our culture and ethos and a love of learning.
- Extra-curricular clubs and events which provide a wide range of essential opportunities for students have been re-established too, supporting the need for students to develop their social, team and communication skills following long periods of time communicating online.
- Support is available through talking to any adult, however our Hub provides full time, specialist staff to help students with their concerns or worries as well as providing advice on where to seek further support. We have deliberately merged specialist staff who focus on behaviour, attendance, safeguarding, special educational needs, pastoral care and mental health support in one building. This ensures all staff know every aspects of a students situation, their family and can provide holistic, rather than piecemeal support. Students regularly use the Hub to “check in” or seek reassurance. It is a positive environment.

Our curriculum

- Is designed to provide excellent Personal Development opportunities, which, “post covid” is even more essential. Our RSE curriculum within our newly formed Self and Society subject area is a vital part of this. Citizenship Days, reading time, Physical Education, Expressive Arts are all a strength of the school as these subjects contribute significantly, among all others, in supporting students mental health, confidence, physical health, fitness, communication skills and wellbeing.

Staff expertise

- We continuously encourage and support staff to develop their knowledge and skills in supporting good mental health and wellbeing. (Their own and students). Below you will find a list of training staff have participated in.

Building Capacity

- Due to a lack of effective support in North Norfolk we are building capacity of staff at APHS. We have appointed an additional member of staff to the Hub Team to be more effective in the support we provide ourselves.

Specialist Support

- In order to counteract a lack of timely support in North Norfolk and the difficulties in recruitment we have three staff currently training to become qualified counsellors and one is training to deliver CBT support to students. (At the time of writing this (January 2022) there is only one qualified counsellor trained in Adolescent CBT in Norfolk!)

Partnerships

- Three years ago, recognising the need for more support in North Norfolk we volunteered to be part of and host an Ormiston Mental Health Support Team at APHS. This provision has been severely disrupted by COVID and associated staffing challenges but we now have support for our students, providing they meet specific criteria. Unfortunately they will now not be using APHS as a base as they needed something more central to North Norfolk . However, support for our students continues.
- Two members of APHS staff are members of the North Norfolk Designated Safeguarding Lead Group, which shares information about supporting students and provides mutual support for staff.
- The Principal is the Chair of the Wensum Trust, Primary and Secondary Emotion Coaching Working Groups.

Working with Families and our Community

We work with a wide range of specialist agencies that we can signpost families to and frequently share these through our Pastoral Newsletters which are emailed to all parents, carers and students. These include:

- Kooth - online counselling and support www.kooth.com
- Just One Number - 0300 300 0123 - Provided by Norfolk County Council
- Chat Health - NHS texting service for 11-19 year olds - 07480 635060
- Child Line - 0800 1111 childline.org.uk
- Every Mind Matters - <https://www.nhs.uk/oneyou/every-mindmatters/> Beat Panic app - available to purchase in the app store
- Matthew Project - Free and confidential advice to anyone affected by drugs and alcohol. Young People Tel: 0800 970 4866 Adult Tel: 01603 626123 Website: <https://www.matthewproject.org/> MAP - free advice line for young people across Norfolk to talk about any problems or worries they have. Available Mon-Fri 10.30am until 5.30pm . Tel: 0800 074454 website: <https://www.map.uk.net/for-young-people/youth-voice/youth-advisory-boards-yabs/>
- Nelson's Journey - bereavement support for young people <https://nelsonsjourney.org.uk/>
- Carers Matter Norfolk - support for Young Carers: <https://carersmatternorfolk.org.uk/>
- CAEDS – Norfolk Child and Adolescent Eating Disorder Service. Tel: 01603 978455 CEOP's - <https://www.ceop.police.uk/safety-centre/>
- Think Ninja - mental health app designed for 10 to 18 year olds.
- BBC Bitesize - Educational and wellbeing support available
- Young Minds - <https://youngminds.org.uk/> Norfolk Wellbeing Service - www.wellbeingnands.co.uk
- Exercise routines on The body coach You Tube channel or get fitness tips at NHS's fitness
- Stonewall is a charity set up to support young people and their parents with all aspects of the LGBTQIA+ community. Their website is <https://www.stonewall.org.uk/cy/node/294> for parental support
- The Principal is a member of the Wells Community Hospital Trust Wellbeing group, which shares local information and support for students and adults.

Supporting Staff

School leadership, governance and the Central Team at Wensum Trust want to support staff as much as possible. It is appreciated that we cannot change the specific challenges staff hold in their roles but we can help. Our culture is a strong part of this. Our support includes:

- Eradicating any assessments or additional work that is not required to support students progress.
- Streamlining of report writing processes.
- Calendar considerations to spread workload as much as is possible such as parents evenings and other school events.
- Well-being weeks - no meetings and a well-being lunch every half term
- Pre-printed planners
- Staff socials, Christmas and end of year
- Occupational Health as and when required and follow up
- Email etiquette, birthday cards
- Timetabled Middle Leaders and Leadership Team Planning Days
- Cover supervisor and Manager support when not needed to cover lessons
- Free tea / coffee / fruit in the staffroom
- Staff CPL Library in staffroom
- Additional support for teachers working in non-specialist areas
- Staff sport every Friday, staff swimming available twice per week and free use of the gym
- Staff wellbeing surveys and follow up actions following feedback
- Wensum Trust provide wide ranging and specific support for all staff through Validium and we would encourage all staff to raise any concerns they have for their own or a colleagues well-being at an early stage. This is not restricted to mental health and wellbeing, it also provides advice and guidance such as finances and mortgages.

Staff Training (As of January 2022)

Mr A Ogle - Principal

- Carnegie School of Excellence: Embedding a Strategic Approach to supporting good Mental Health
- SLT Mental Health Champion
- North Norfolk DSL Network Co chair
- Suicide prevention Training
- Chair of Wensum Trust Primary and Secondary Emotion Coaching Groups
- Sarah Naish INSET for LAC
- LGBT Awareness
- Relational Leaders Training
- Domestic Abuse
- Safeguarding and Wellbeing support for childrens return to school
- Critical Incidents, bereavement and trauma
- School Emotional Well being

Mr M Hardman – Vice Principal

- Relational Leaders Training
- Safeguarding and COVID
- Domestic violence
- RSHE and safeguarding during COVID

Mr B Tawana – Assistant Principal

- Relational Leaders Training
- Foetal Alcohol Syndrome Awareness
- Attachment and Trauma for Looked After and previously Looked After Children
- Parents with Mental Health Issues training
- Multi Agency training fir vulnerable adolescents

Mrs K Hardman – Assistant Principal

- Emotion Coaching Trainer
- Substance misuse

Ms E Sperry – Pastoral Manager

- Mental Health Champion
- Mental Health First Aid Training
- Suicide Awareness and Self Harm Prevention Training.
- Sarah Naish INSET for LAC
- Domestic Abuse Change Champion Training
- Emotional Regulation training
- North Norfolk DSL Network
- Relational Leaders Training
- Supporting children with traumatic experiences
- Child bereavement training
- Specialist training in Healthy Child Program (NHS)
- NIDAS training
- Counselling (course in progress)

Mrs R Boyd-Stephenson – Pastoral Team

- Mental Health First Aid course.
- Mental Health First Aid course (adults)
- Sarah Naish INSET
- Counselling (course in progress)
- Domestic Abuse
- Anxiety during COVID
- School Emotional Well being

Mrs A Thompson – Pastoral Team

- Mental Health First Aid course.
- Sarah Naish INSET
- Counselling (course in progress)
- CBT (course in progress)
- Safeguarding during COVID
- Domestic Abuse
- Anxiety during COVID
- School Emotional Well being
- Supporting children with traumatic experiences
- Harmful sexual behaviour

Mrs K Norman – SENDCo

- Mental Health First Aid
- Introduction to Mindfulness
- Leading a Mentally Healthy school
- Sarah Naish LAC INSET
- Emotion Coaching Trainer