

St Thomas à Becket Church of England Federation

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Mental Health and Emotional Wellbeing Policy

In our Church of England Federation, we take strength in collaboration, yet celebrate uniqueness. As schools, we may be small, but together we develop children ready to make their mark on the world. We welcome the child yet embrace the whole family. We celebrate our rural environment yet aspire to look beyond our boundaries. We strive for knowledge and gratefully accept opportunities that come our way. We all take a pride in our Federation as we follow in Jesus's example.

Contents	Page
Introduction	3
Section One	3
The Mental Health and Emotional Wellbeing Policy	3
Why does Mental Health and Wellbeing matter in Schools	3
Roles and Responsibilities in our Federation Schools	5
Role of the Mental Health and Emotional Wellbeing Lead	5
Signposting	6
Specific Help for Vulnerable Children and Young People	6
Managing Disclosures	7
Confidentiality	8
Supporting a Child with Mental Health Needs	8
Support Networks that Enable Children and Young People to Develop Social Relationships	9
Effective Partnerships with Parents/Carers	9
Support and Training for all Members of Staff to Build Skills, Capacity and Own Resilience	11
Section Two	11
A Curriculum that Teachers Life Skills, including Social and Emotional Skills	11
Mental Health within PSHE	11
Establishing a Safe and Supportive Environment	11
Good Practice in Teaching and Learning	12
Inclusion	12
Mental Health in the Curriculum	12
Resources	13
Review	13
Appendix 1	14
Appendix 2	18
Appendix 3	19
Appendix 4	21
Appendix 5	23

Introduction

This policy guidance is designed to support St Thomas à Becket Church of England Federation (which is referred to as the Federation in the rest of this document) to develop and implement practical, and effective mental health policies and procedures that promote a safe and stable environment for the many children and young people affected both directly and indirectly by mental ill health. In every standard classroom, three children will suffer from a diagnosable mental health condition and our schools have an important role to play, acting as a source of support and information for both children and young people and their parents/carers.

This policy guidance acts as the Federation's central reference point for mental health.

This policy will be available through our Federation's schools Blackboys Church of England Primary and Framfield Church of England Primary websites and at each schools' office. Members of staff will be given access to this policy as well as relevant visitors to our Federation.

Section One

The Mental Health and Emotional Wellbeing Policy

Aims of the Policy

The policy aims to:

- promote positive mental health in all members of staff and children and young people
- increase understanding and awareness of common mental health issues
- alert members of staff to early warning signs of mental ill health
- provide support to members of staff working with young people with mental health issues
- provide support to children and young people suffering mental ill health and their peers and parents/carers
- provide appropriate support to parents/carers suffering mental ill health.

A Clear Vision, and Values that are Understood and Consistently Communicated

Why does Mental Health and Wellbeing matter in Schools

Schools play a crucial role in developing pupil mental health, and a positive school environment and ethos promote emotional wellbeing across the community. There are a variety of ways that schools can support both children and young people and parents/carers through; establishing consistent systems and interventions; enabling children and young people to develop a sense of belonging; ensuring children and young people feel safe and have the opportunity to ask for help and providing support for parents/carers that need additional help.

A consistent whole school/Federation culture and vision is integral for developing children and young people's positive mental health and resilience.

A child's mental health will affect them for the rest of their life; it influences their overall health, happiness and productivity into adulthood. Promoting and protecting children and young people's mental health in school is therefore one of the most important things we can do for them. Half of all lifetime mental health problems develop by the age of 14, affecting approximately three children in every classroom. Untreated problems in early life lead to adult mental illness.

As well as lifetime wellbeing there are immediate benefits to positive emotional health. Children are happier, make friends and sustain relationships, are aware of and understand others, face problems and setbacks and learn from them, enjoy their play and leisure time and, most importantly for schools, they learn better.

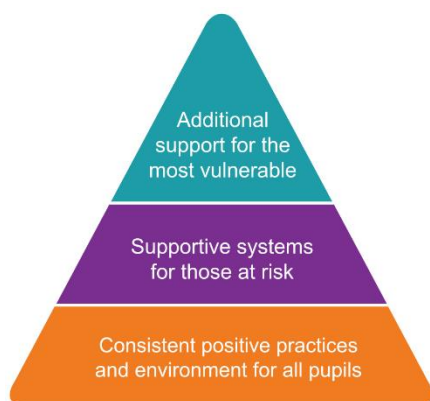
The factors that influence whether or not a child develops an emotional or behavioural problem are complex but broadly fall into two categories: risk and resilience. We cannot always protect children from risks (for example parental substance misuse, bereavement or refugee status), but we know that individuals respond differently to difficult life events, failure and mistakes. Building resilience is about supporting and enabling children to cope better with what life throws at them. Risks don't in themselves cause illness, but they are cumulative, whereas resilience is developmental.

The East Sussex County Council (ESCC) Mental Health and Emotional Wellbeing (MHEW) Audit Framework for schools is a whole school approach that effectively supports children and young peoples' mental health and resilience¹. The eight components reflect different aspects of school life that promote positive mental health. The evidence strongly indicates that the framework is most effective when all of the components are embedded in school culture.

We are working to ensure that the framework is put into practice across the whole school community; by members of staff, parents/carers and children and young people.

Our structures and practices consistently support all children and young people's mental health across the school community. We continually consider how children and young people's individual needs are met through a stepped approach, ensuring that practices are consistent for all children and young people, whilst providing additional support for the most vulnerable children and young people.

¹ ESCC gratefully acknowledges learning from Brighton & Hove City Council, Islington MHARS: A framework for mental health and resilience in schools, and Public Health England.



Roles and Responsibilities in our Federation Schools

The following personnel have responsibility within our Federation schools for Safeguarding and Child Protection, Mental Health and Emotional Wellbeing Lead, First Aid, Pastoral Care, Continuous Professional Development (CPD) and Personal Social and Health Education (PSHE).

Whilst all members of staff have a responsibility to promote the mental health of children and young people. Members of staff with a specific, relevant remit include:

Blackboys Church of England Primary School

- Mr G Sullivan - Designated Safeguarding Lead
- Miss DA Mayhew - Mental Health and Emotional Wellbeing Lead
- Mrs C Pomfret - Lead First Aider
- Mr G Sullivan - Pastoral Lead
- Mr G Sullivan - CPD Lead
- Miss DA Mayhew – PSHE Lead
- Mrs S Levey – CAMHS Referral Lead
- Mrs K Rabson Stark - MHEW Lead Governor

Framfield Church of England Primary School

- Mr G Sullivan - Designated Safeguarding Lead
- Miss DA Mayhew - Mental Health and Emotional Wellbeing Lead
- Mrs S Duncan - Lead First Aider
- Mr G Sullivan - Pastoral Lead
- Mr G Sullivan - CPD Lead
- Miss DA Mayhew – PSHE Lead
- Mrs S Levey - CAMHS Referral Lead
- Mrs K Rabson Stark - MHEW Lead Governor

Role of the Mental Health and Emotional Wellbeing Lead

There is an expectation that all schools should have an individual responsible for mental health within their school. The Mental Health and Emotional Wellbeing Lead

will; provide a link to expertise and support regarding specific children; identify issues and make effective referrals; and contribute to leading and developing whole school/Federation approaches around mental health.

Any member of staff who is concerned about the mental health or wellbeing of a pupil should speak to the Mental Health and Emotional Wellbeing Lead in the first instance. If there is a fear that the pupil is in danger of immediate harm, then the normal Child Protection Procedures should be followed with an immediate referral to the Designated Safeguarding Lead or their Deputies. If the pupil presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting a First Aider and contacting the Emergency Services if necessary.

Where a referral to Child and Adolescent Mental Health Service (CAMHS) is appropriate, this will be led and managed by Mrs S Levey CAMHS Referral Lead with direction from Miss DA Mayhew Mental Health and Emotional Wellbeing Lead for the Federation schools. Guidance about referring to CAMHS is provided in Appendix 5.

Signposting

The Federation will ensure that all members of staff, children and young people and parents/carers are aware of sources of support within our schools and in the local community. What support is available within our schools and local community, who it is aimed at and how to access it is outlined in Appendix 3.

Our schools will display relevant sources of support in communal areas such as the School Council Boards and will regularly highlight sources of support to children and young people within relevant parts of the curriculum. Whenever we highlight sources of support, we will increase the chance of a pupil seeking help by ensuring children and young people understand:

- what help is available
- who it is aimed at
- how to access it
- why to access it
- what is likely to happen next.

Specific Help for Vulnerable Children and Young People

Warning Signs

Federation school staff may become aware of warning signs which indicate a pupil is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and members of staff observing any of these warning signs should communicate their concerns with either Mr G Sullivan, Interim Executive Headteacher or Miss DA Mayhew, Mental Health and Emotional Wellbeing Lead for the Federation schools.

Possible warning signs include:

- physical signs of harm that are repeated or appear non-accidental
- changes in eating/sleeping habits
- increased isolation from friends or family, becoming socially withdrawn
- increased difficulty in separating from adults (clinginess)
- changes in activity and mood
- lowering of academic achievement
- talking or joking about self-harm or suicide
- abusing drugs or alcohol
- expressing feelings of failure, uselessness or loss of hope
- changes in clothing – e.g. long sleeves in warm weather
- secretive behaviour
- skipping PE or getting changed secretly
- lateness to or absence from school
- repeated physical pain or nausea with no evident cause
- an increase in lateness or absenteeism.

Managing Disclosures

A pupil may choose to disclose concerns about themselves or a friend to any member of staff, so all members of staff need to know how to respond appropriately to a disclosure.

If a pupil chooses to disclose concerns about their own mental health or that of a friend to a member of staff, the member of staff's response should always be calm, supportive and non-judgemental.

A member of staff should listen, rather than advise and our first thoughts should be of the pupil's emotional and physical safety rather than of exploring 'Why?' For more information about how to handle mental health disclosures sensitively see Appendix 4.

All disclosures should be recorded in writing and held on the pupil's confidential file. This written record should include:

- date
- the name of the member of staff to whom the disclosure was made
- main points from the conversation
- agreed next steps.

This information should be shared with either Mr G Sullivan, Interim Executive Headteacher or Miss DA Mayhew, Mental Health and Emotional Wellbeing Lead for the Federation schools who will store the record appropriately and offer support and advice about next steps. See Appendix 5 for guidance about making a referral to CAMHS.

Confidentiality

Reference should be made to the Federation's Child Protection and Safeguarding Policy and Procedure for guidance relating to confidentiality.

The Federation should be honest with regards to the issue of confidentiality. If it is necessary for one of our schools to pass our concerns about a pupil on, then we should discuss with the pupil:

- who we are going to talk to?
- what we are going to tell them?
- why we need to tell them?

The Federation should never share information about a pupil outside the teams listed on page 5 of this policy without first telling them. Ideally, we would receive their consent, though there are certain situations when information must always be shared with another member of staff, or outside agencies e.g. Police, Social Services and/or a parent/carer particularly if there is a risk of harm as the child involved will be up to the age of 16.

It is always advisable to share disclosures with a colleague, usually either Mental Health and Emotional Wellbeing Leads for the Federation schools this helps to safeguard our own emotional wellbeing as we are no longer solely responsible for the pupil, it ensures continuity of care in our absence and it provides an extra source of ideas and support. We should explain this to the pupil and discuss with them who it would be most appropriate and helpful to share this information with.

Parents/carers must always be informed if there is a risk of harm and children and young people may choose to tell their parents/carers themselves. If this is the case, the pupil should be given 24 hours to share this information before the Federation school contacts their parents/carers. The Federation school should always give children and young people the option of the school informing their parents/carers for them or with them.

If a child gives a Federation school reason to believe that there may be underlying child protection issues, parents/carers should not be informed, but the Designated Safeguarding Lead Mr G Sullivan must be informed immediately.

Supporting a Child with Mental Health Needs

Team Around the Child

The Federation are committed to ensuring that a pupil with mental health needs receives appropriate support at an early stage. We use an East Sussex County Council Mental Health and Emotional Wellbeing screening assessment to ensure that a pupil's needs are appropriately met, and that there is careful joint planning to meet children and young people's specific needs. We initiate Team Around the Child (TAC) meetings to support coordinated working, information sharing and early intervention. The pupil and family are at the centre of the process, and one action plan is produced.

Support Networks that Enable Children and Young People to Develop Social Relationships

Supporting Peers

When a pupil is suffering from mental health issues, it can be a difficult time for their friends. Friends often want to support but do not know how. In the case of self-harm or eating disorders, it is possible that friends may learn unhealthy coping mechanisms from each other. In order to keep peers safe, we will consider on a case by case basis which friends may need additional support. Support will be provided either in one to one or group settings and will be guided by conversations by the pupil who is suffering and their parents/carers with whom we will discuss:

- what it is helpful for friends to know and what they should not be told
- how friends can best support
- things friends should avoid doing/saying which may inadvertently cause upset
- warning signs that their friend needs help (e.g. signs of relapse).

Additionally, we will want to highlight with peers:

- where and how to access support for themselves
- safe sources of further information about their friend's condition
- healthy ways of coping with the difficult emotions they may be feeling.

Peer Support Systems

Federation schools have established Peer Support Schemes that are reviewed on a regular basis. The Peer Support Scheme supports children and young people to socialise with different children and young people, promotes friendships and supports children and young people that may be isolated.

Effective Partnerships with Parents/Carers

Where it is deemed appropriate to inform parents/carers, Federation schools need to be sensitive in their approach. Before disclosing to parents/carers, the Federation school should consider the following questions (on a case by case basis):

- Can the meeting happen face to face? This is preferable.
- Where should the meeting happen? At their Federation school, at their home or somewhere neutral?
- Who should be present? Consider parents/carers, the pupil, other members of staff.
- What are the aims of the meeting?

It may be shocking and upsetting for parents/carers to learn of their child's issues and many may respond with anger, fear or upset during the first conversation. The Federation school should be understanding and compassionate.

The Federation school should always highlight further sources of information and give parents/carers leaflets to take away where possible as they will often find it hard to take much in whilst coming to terms with the news that is being shared. Sharing sources of further support aimed specifically at parents/carers can also be helpful to e.g. parent helplines and forums.

The Federation school should always provide clear means of contacting them with further questions and consider booking in a follow up meeting or phone call right away as parents/carers often have many questions as they process the information. Finish each meeting with agreed next steps and always keep a brief record of the meeting on the child's confidential record.

It is very important for a Federation school to ensure that there is joint planning and decision making with each child's parents/carers. Parents/carers will be contacted by a member of staff to inform them of any updates, in order for them to be a key part of their child's planning.

Parents/carers are often very welcoming of support and information from their school about supporting their children's emotional and mental health. In order to support parents/carers we will:

- Highlight sources of information and support about common mental health issues on our school's website.
- Ensure that all parents/carers are aware of who to talk to, and how to go about this, if they have concerns about their own child or a friend of their child.
- Make our Mental Health and Emotional Wellbeing Policy easily accessible to parents/carers.
- Share ideas about how parents/carers can support positive mental health in their child(ren) through our regular information evenings.
- Run focus groups to provide the Federation with an opportunity to gather parent/carer perspectives.
- Keep parents informed about the mental health topics their child(ren) are learning about in PSHE and share ideas for extending and exploring this learning at home.
- Promote joint planning and decision making with each child's parent/carer.

The Federation will ensure that parents/carers suffering from mental ill health and/or need appropriate support, are provided with additional support. The Federation is mindful that parents/carers with mental health issues may worry about discrimination, and the effect their illness has on their child(ren).

Therefore, Federation schools will be sensitive when approaching parents/carers with mental health needs. In order to support parents/carers with additional needs, we will:

- Keep parents/carers informed about services and sources of help around emotional wellbeing.
- Provide details of counselling services available for parents/carers, if required.
- Refer parents/carers to specialist services, in consultation with parents/carers.

- Provide additional support such as help to complete forms and paperwork.
- Support parents/carers in developing their parenting skills.
- Provide accessible information, explanation, guidance and signposting.

Support and Training for all Members of Staff to Build Skills, Capacity and Own Resilience

As a minimum, all members of staff will receive regular training about recognising and responding to mental health issues as part of their regular Child Protection and Safeguarding Training in order to enable them to keep children and young people safe.

The Federation will host relevant information on our virtual learning environment for members of staff who wish to learn more about mental health. The MindEd Learning Portal provides free online training suitable for members of staff wishing to know more about a specific issue. Members of staff should also familiarise themselves with the 'Guide for East Sussex Schools: Supporting Children and Young People in their Mental Health'.

Training opportunities for members of staff that 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 due to developing situations with one or more child/young person.

Where the need to do so becomes evident, we will host twilight training sessions for all members of staff to promote learning or understanding about specific issues related to mental health.

Suggestions for individual, group or whole school/Federation CPD should be discussed with Mr G Sullivan the Federation's CPD Lead, these Lead can also highlight sources of relevant training and support for individuals as needed.

Section Two

A Curriculum that Teachers Life Skills, including Social and Emotional Skills

Mental Health within PSHE:

Mental health within PSHE is developmental and appropriate to the age and needs of every pupil. It is part of a well-planned programme, delivered in a supportive atmosphere, where Federation schools aim for all children and young people to feel comfortable to engage in open discussion and feel confident to ask for help if necessary.

Establishing a Safe and Supportive Environment

Federation Teachers establish a safe and supportive environment by:

- Boundaries for discussion and issues of confidentiality being discussed before mental health lessons begin.

- Each class/group works together to establish its own ground rules about how they would like everyone to behave in order to learn.
- Distancing techniques such as role play, third person case studies and an anonymous question box are employed when teaching sensitive issues.

Good Practice in Teaching and Learning

Strategies Federation Teachers use to promote good practice in teaching and learning are:

- Using the correct terminology makes clear that everybody understands and avoids prejudiced or offensive language.
- Lessons contain a variety of teaching methods and strategies that encourage interaction, involvement and questioning: working individually, in pairs and groups; discussions; role play; prioritising; quizzes; research; case studies; games; circle time; visiting speakers.

Inclusion

All children and young people whatever their experience, background or identity are entitled to good quality education about mental health that helps them build a positive sense of self. Respect for themselves and each other is central to all teaching. The PSHE programme and approach is inclusive of difference: gender identity, sexual orientation, ability, disability, ethnicity, culture, age, faith or belief or any other life experience.

Things to consider:

- Members of staff approach mental health education sensitively, knowing that children and young people are all different and have different family groupings.
- Mental health lessons cater for all children and young people and the Teachers and teaching materials are respectful of the rights of children and young people with disabilities and how children and young people choose to identify themselves.
- Links with the Federation's Equality Policy.

Mental Health in the Curriculum

Assessment

Lessons are planned starting with establishing what children and young people already know. In this way, Teachers can also address any misconceptions that children and young people may have.

Federation Teachers do this by?

- Brainstorms and discussions
- Draw and write activities to find out what children and young people already know

- Continuums/diamond nine and other activities to find out what children and young people feel is important to them.

Assessment is the process where an individual pupil's learning and achievement are measured against the lesson objectives.

Federation School's assess children and young people's progress in mental health education by:

- pupil reflective assessment sheets at the end of each topic
- written or oral assignments
- quizzes
- pupil self-evaluation
- reflective logbooks
- one to one discussion

Monitoring and Evaluation

Monitoring is to ensure teaching is in line with Federation Policy and that children and young people are taught what is planned for different year groups. Evaluation helps to plan future lessons and enables Teachers to review the programme to improve the teaching and learning.

The PSHE Lead is responsible for the monitoring and evaluation of mental health lessons. A range of methods are used including:

- lesson observations
- what individual Teachers added to or deleted from the lesson content
- children and young people completing end of topic evaluations
- Teachers completing end of topic evaluations
- Annual PSHE Review
- data collected from initial need assessment is compared to same assessment at end of topic.

Resources

The Federation uses the following resources for mental health:

- Jigsaw PSHE Scheme
- Your Space Therapy
- TalkTime

Review

This policy will be reviewed as it is deemed appropriate, but no less frequently than every three years. The policy review will be undertaken by the Federation's Headteachers and the Governing Body's Policies Working Party.

Appendix 1

ESCC - Further Information and Sources of Support about Common Mental Health Issues

Prevalence of Mental Health and Emotional Wellbeing Issues²

- 1 in 10 children and young people aged 5 - 16 suffer from a diagnosable mental health disorder - that is around three children in every class.
- Between 1 in every 12 and 1 in 15 children and young people deliberately self-harm.
- There has been a big increase in the number of young people being admitted to hospital because of self-harm. Over the last ten years this figure has increased by 68%.
- More than half of all adults with mental health problems were diagnosed in childhood. Less than half were treated appropriately at the time.
- Nearly 80,000 children and young people suffer from severe depression.
- The number of young people aged 15-16 with depression nearly doubled between the 1980s and the 2000s.
- Over 8,000 children aged under 10 years old suffer from severe depression.
- 3.3% or about 290,000 children and young people have an anxiety disorder.
- 72% of children in care have behavioural or emotional problems - these are some of the most vulnerable people in our society.

Below, is sign-posted information and guidance about the issues most commonly seen in school/college-aged children. The links will take you through to the most relevant page of the listed website. Some pages are aimed primarily at parents/carers but they are listed here because we think they are useful for school/college staff too.

Support on all of these issues can be accessed via Young Minds (www.youngminds.org.uk), Mind (www.mind.org.uk) and (for e-learning opportunities) Minded (www.minded.org.uk).

Self-harm

Self-harm describes any behaviour where a young person causes harm to themselves in order to cope with thoughts, feelings or experiences they are not able to manage in any other way. It most frequently takes the form of cutting, burning or non-lethal overdoses in adolescents, while younger children and young people with special needs are more likely to pick or scratch at wounds, pull out their hair or bang or bruise themselves.

² Source: Young Minds

Online Support:

SelfHarm.co.uk: www.selfharm.co.uk

National Self-Harm Network: www.nshn.co.uk

Books:

Pooky Knightsmith (2015) *Self-Harm and Eating Disorders in Schools: A Guide to Whole School Support and Practical Strategies*. London: Jessica Kingsley Publishers

Keith Hawton and Karen Rodham (2006) *By Their Own Young Hand: Deliberate Self-harm and Suicidal Ideas in Adolescents*. London: Jessica Kingsley Publishers

Carol Fitzpatrick (2012) *A Short Introduction to Understanding and Supporting Children and Young People Who Self-Harm*. London: Jessica Kingsley Publishers

Depression

Ups and downs are a normal part of life for all of us, but for someone who is suffering from depression these ups and downs may be more extreme. Feelings of failure, hopelessness, numbness or sadness may invade their day-to-day life over an extended period of weeks or months and have a significant impact on their behaviour and ability and motivation to engage in day-to-day activities.

Online Support:

Depression Alliance: www.depressionalliance.org/information/what-depression

Books:

Christopher Dowrick and Susan Martin (2015) *Can I Tell you about Depression?: A guide for friends, family and professionals*. London: Jessica Kingsley Publishers

Anxiety, Panic Attacks and Phobias

Anxiety can take many forms in children and young people, and it is something that each of us experiences at low levels as part of normal life. When thoughts of anxiety, fear or panic are repeatedly present over several weeks or months and/or they are beginning to impact on a young person's ability to access or enjoy day-to-day life, intervention is needed.

Online Support:

Anxiety UK: www.anxietyuk.org.uk

Books:

Lucy Willetts and Polly Waite (2014) *Can I Tell you about Anxiety?: A guide for friends, family and professionals*. London: Jessica Kingsley Publishers

Carol Fitzpatrick (2015) *A Short Introduction to Helping Young People Manage Anxiety*. London: Jessica Kingsley Publishers

Obsessions and Compulsions

Obsessions describe intrusive thoughts or feelings that enter our minds which are disturbing or upsetting; compulsions are the behaviours we carry out in order to manage those thoughts or feelings. For example, a young person may be constantly worried that their house will burn down if they don't turn off all switches before leaving the house. They may respond to these thoughts by repeatedly checking switches, perhaps returning home several times to do so. Obsessive compulsive disorder (OCD) can take many forms – it is not just about cleaning and checking.

Online Support:

OCD UK: www.ocduk.org/ocd

Books:

Amita Jassi and Sarah Hull (2013) *Can I Tell you about OCD?: A guide for friends, family and professionals*. London: Jessica Kingsley Publishers

Susan Connors (2011) *The Tourette Syndrome & OCD Checklist: A practical reference for parents and teachers*. San Francisco: Jossey-Bass

Suicidal Feelings

Young people may experience complicated thoughts and feelings about wanting to end their own lives. Some young people never act on these feelings though they may openly discuss and explore them, while other young people die suddenly from suicide apparently out of the blue.

Online Support:

Prevention of young suicide UK – POPYRUS: www.papyrus-uk.org

On the edge: ChildLine spotlight report on suicide: www.nspcc.org.uk/preventing-abuse/research-and-resources/on-the-edge-childline-spotlight/

Books:

Keith Hawton and Karen Rodham (2006) *By Their Own Young Hand: Deliberate Self-harm and Suicidal Ideas in Adolescents*. London: Jessica Kingsley Publishers

Terri A. Erbacher, Jonathan B. Singer and Scott Poland (2015) *Suicide in Schools: A Practitioner's Guide to Multi-level Prevention, Assessment, Intervention, and Postvention*. New York: Routledge

Eating Problems

Food, weight and shape may be used as a way of coping with, or communicating about, difficult thoughts, feelings and behaviours that a young person experiences day to day. Some young people develop eating disorders such as anorexia (where food intake is restricted), binge eating disorder and bulimia nervosa (a cycle of bingeing and purging). Other young people, particularly those of primary or preschool age, may develop problematic behaviours around food including refusing to eat in certain situations or with certain people. This can be a way of communicating messages the child does not have the words to convey.

Online Support:

Beat – the eating disorders charity: www.b-eat.co.uk/about-eating-disorders

Eating Difficulties in Younger Children and when to worry:

www.inourhands.com/eating-difficulties-in-younger-children

Books:

Bryan Lask and Lucy Watson (2014) *Can I tell you about Eating Disorders?: A Guide for Friends, Family and Professionals*. London: Jessica Kingsley Publishers

Pooky Knightsmith (2015) *Self-Harm and Eating Disorders in Schools: A Guide to Whole School Support and Practical Strategies*. London: Jessica Kingsley Publishers

Pooky Knightsmith (2012) *Eating Disorders Pocketbook*. Teachers' Pocketbooks

Appendix 2

Guidance and Advice Documents

Counselling in schools: a blueprint for the future - departmental advice for school staff and counsellors. Department for Education (2015)

Future in mind – promoting, protecting and improving our children and young people’s mental health and wellbeing - a report produced by the Children and Young People’s Mental Health and Wellbeing Taskforce to examine how to improve mental health services for children and young people. Department of Health (2015)

Healthy child programme from 5 to 19 years old is a recommended framework of universal and progressive services for children and young people to promote optimal health and wellbeing. Department of Health (2009)

Islington MHARS: A framework for mental health and resilience in schools – Health and Wellbeing Team, Islington Council (2015)

Keeping Children Safe in Education - statutory guidance for schools and colleges. Department for Education (2014)

Mental health and behaviour in schools - departmental advice for school staff. Department for Education (2014)

NICE guidance on social and emotional wellbeing in primary education

NICE guidance on social and emotional wellbeing in secondary education

Supporting pupils at school with medical conditions - statutory guidance for governing bodies of maintained schools and proprietors of academies in England. Department for Education (2014)

Teacher Guidance: Preparing to teach about mental health and emotional wellbeing PSHE Association. Funded by the Department for Education (2015)

What works in promoting social and emotional wellbeing and responding to mental health problems in schools? Advice for schools and framework_document written by Professor Katherine Weare. National Children’s Bureau (2015)

Delivering Psychological services in schools to maximise emotional wellbeing and early intervention. McConnellogue, Hickey, Patel and Picciotto, in The Child and Family Clinical Psychology Review: What good looks like in psychological services for children, young people and their families (2015), British Psychological Society

Appendix 3

Sources of Support at Federation Schools and in the Local Community

Blackboys CEP School Based Support

Mr G Sullivan, Interim Executive Headteacher. Available to all current and ex-pupils. Informal support for MHEW issues and a source of advice moving forward. Accessed via school office or contacted directly. Information communicated to pupils via assemblies and informal conversations

Miss DA Mayhew, MHEW Lead. Available to all current pupils. Used as a pathfinder for extra support for pupils and link between pupils, parents and other forms of support. Information communicated through policy and school newsletters and website.

Mrs S Levey, SENCO. Available to all current pupils. Works in tandem with Miss DA Mayhew and has expertise to access support through CAHMS. Information communicated through school newsletters and website.

Mrs J Goldsmith, TalkTime. Available to all pupils and their families who have been referred to her via the three adults above. Counselling, therapeutic talk and family liaison.

Framfield CEP School Based Support

Miss DA Mayhew, MHEW Lead. Available to all current pupils. Used as a pathfinder for extra support for pupils and link between pupils, parents and other forms of support. Information communicated through policy and school newsletters and website.

Mrs S Levey, SENCO. Available to all current pupils. Works in tandem with Miss DA Mayhew and has expertise to access support through CAHMS. Information communicated through school newsletters and website.

Mrs J Newman, Your Space Therapy. Available to all pupils and their families who have been referred to her via the adults above. Counselling, therapeutic talk and family liaison.

B-eat

Help lines, online support and self-help groups for adults and young people to beat eating disorders. Young people's live chat Tuesday and Thursday, 5 - 6pm.

Tel: 0845 634 7650 or text 07786 20 18 20

Email: fyp@b-eat.co.uk

Website: www.b-eat.co.uk

Childline

Adults, children and young people can phone Childline at any time when in a crisis. The service also offers phone and email counselling and message board support as well as tips and advice on a wide range of issues, including exam stress and bullying.

Tel: 0800 1111 (24 hours a day)

Website: www.childline.org.uk

Appendix 4

Talking to Children and Young People when they make Mental Health Disclosures

The advice below is from children and young people themselves, in their own words, together with some additional ideas to help you in initial conversations with children and young people when they disclose mental health concerns. This advice should be considered alongside relevant Federation Policies and Guidance on Pastoral Care and Safeguarding and Child Protection and discussed with relevant colleagues as appropriate.

Focus on listening

If a pupil has come to you, it's because they trust you and feel a need to share their difficulties with someone. Let them talk. Ask occasional open questions if you need to in order to encourage them to keep exploring their feelings and opening up to you. Just letting them pour out what they're thinking will make a huge difference and marks a huge first step in recovery. Up until now they may not have admitted even to themselves that there is a problem.

Don't talk too much

The pupil should be talking at least three quarters of the time. If that's not the case, then you need to redress the balance. You are here to listen, not to talk. Sometimes the conversation may lapse into silence. Try not to give in to the urge to fill the gap, but rather wait until the pupil does so. This can often lead to them exploring their feelings more deeply. Of course, you should interject occasionally, perhaps with questions to the pupil to explore certain topics they've touched on more deeply, or to show that you understand and are supportive. Don't feel an urge to over-analyse the situation or try to offer answers. This all comes later. For now, your role is simply one of supportive listener. So, make sure you're listening!

Don't pretend to understand

The concept of a mental health difficulty such as an eating disorder or obsessive-compulsive disorder (OCD) can seem completely alien if you've never experienced these difficulties first hand. You may find yourself wondering why on earth someone would do these things to themselves, but don't explore those feelings with the sufferer. Instead listen hard to what they're saying and encourage them to talk and you'll slowly start to understand what steps they might be ready to take in order to start making some changes.

Don't be afraid to make eye contact

It's important to try to maintain a natural level of eye contact (even if you have to think very hard about doing so and it doesn't feel natural to you at all). If you make too much eye contact, the pupil may interpret this as you staring at them. They may think that you are horrified about what they are saying or think they are a 'freak'. On the other hand, if you don't make eye contact at all then a pupil may interpret this as you being disgusted by them – to the extent that you can't bring yourself to look at

them. Making an effort to maintain natural eye contact will convey a very positive message to the pupil.

Offer support

Never leave this kind of conversation without agreeing next steps. These will be informed by your conversations with appropriate colleagues and the Federation's Policies on such issues. Whatever happens, you should have some form of next steps to carry out after the conversation because this will help the pupil to realise that you're working with them to move things forward.

Acknowledge how hard it is to discuss these issues

It can take a young person weeks or even months to admit they have a problem to themselves, let alone share that with anyone else. If a pupil chooses to confide in you, you should feel proud and privileged that they have such a high level of trust in you. Acknowledging both how brave they have been, and how glad you are they chose to speak to you, conveys positive messages of support to the pupil.

Don't assume that an apparently negative response is actually a negative response

Despite the fact that a pupil has confided in you and may even have expressed a desire to get on top of their illness, that doesn't mean they'll readily accept help. The illness may ensure they resist any form of help for as long as they possibly can. Don't be offended or upset if your offers of help are met with anger, indifference or insolence, it's the illness talking, not the pupil.

Never break your promises

Above all else, a pupil wants to know they can trust you. That means if they want you to keep their issues confidential and you can't then you must be honest. Explain that, whilst you can't keep it a secret, you can ensure that it is handled within the Federation's Policy of confidentiality and that only those who need to know about it in order to help will know about the situation. You can also be honest about the fact you don't have all the answers or aren't exactly sure what will happen next. Consider yourself the pupil's ally rather than their saviour and think about which next steps you can take together, always ensuring you follow relevant Policies and consult appropriate colleagues.

Appendix 5

Referring to CAMHS

CAMHS is not an emergency service. If you think there is a risk of immediate harm to a pupil or to others you should go to the Accident and Emergency department of the nearest hospital, or contact the GP or the police, as necessary.

CAMHS Referral Guidance for Locality Teams

This document provides an overview of the **referral guidance** and **contact details** for the Child and Adolescent Mental Health Service (CAMHS) in East Sussex

East Sussex CAMHS Team contacts:

Hastings and Rother CAMHS Team **01424 758905**
(Weekdays from 9 am to 5 pm)

Hailsham and Eastbourne CAMHS Team **01323 446070**
(Weekdays from 9 am to 5 pm)

Ouse Valley CAMHS Team **01273 402510**
(Weekdays from 9 am to 5 pm)

The Consultation Line is staffed by the CAMHS Clinician between 12 and 1pm, Monday to Friday. 07786 110175

This number is for professionals only to seek advice regarding making a referral to CAMHS or appropriate alternative support services.

Please leave a message if the line is engaged stating when you called, and your call will be returned asap. If your call is concerning an urgent matter or you know it concerns an open case, please do not use the consultation line.

Dial the number for the base most appropriate to your area on the numbers above and ask to speak to the Duty Clinician (urgent) or the Clinician involved with the young person (non-urgent). Please note Duty calls for Ouse Valley should be directed to the Hailsham Team.

Leave a message if the Duty Clinician is engaged with another clinical matter. They will return your call as soon as possible.

Out of Hours Consultation support can be obtained from:

The Urgent Help Team based at the Chalkhill Adolescent Inpatient Unit, Haywards Heath
Telephone: **01444 472 670**
Mobile: **07788 564 997**
Available: weekdays 5pm to 8pm
weekends and bank holidays 10am to 6pm

The on-call Duty Consultant Child Psychiatrist
Telephone: 01323 440 022
weekdays 5pm to 9am
Available: weekends and bank holidays 24 hours a day

Primary Mental Health Workers Primary Mental Health Workers (PMHWs) are available for consultations. PMHW's are experienced CAMHS workers who offer primary care staff consultation with regard to children with mild to moderate difficulties. As part of consultation,

PMHW's can advise on management of concerns, whether a referral is appropriate for CAMHS and/or suggest sign-posting to other relevant provisions. PMHW's provide support to schools (including some direct work with young people), support to Early Help Keyworker service and GP drop ins. Contact them at the appropriate locality team for further information.

Child Protection If you have child protection concerns, please contact Children's Social Services at the Single Point of Advice, (SPOA) telephone 01323 464 222.

Who can make a referral? GPs and other health professionals (pediatricians, school nurses and health workers), social workers, schools, other professionals and also self-referral. Referrals for emotional wellbeing can be made via SPOA on 01323 464 222

Information Needed for an Appropriate Referral When considering making a referral, please meet with the child or young person in question to consider whether they have an emotional wellbeing or mental health disorder. Please include the following information:

- What interventions have been tried in supporting the child/young person?
- Are any other services involved?
- How long have the difficulties been present?

There is a CAMHS referral form available on DSX or electronically from CAMHS

CAMHS website www.turnyourfrownupsidedown.org.uk

Sussex Partnership 
NHS Foundation Trust

CAMHS

CORE PURPOSE

The core purpose of CAMHS is the specialist assessment and treatment of **moderate to severe mental health disorders** and associated risks in all young people under the age of 18 years. **The following list is not exhaustive and, if you have any concerns, please contact the CAMHS Consultation Line.**

ACCESS

This service can be accessed via: -

- the completion of the Referral Form
- Via PMHW services
- to make an Emergency Referral please call the Duty Clinician in the first instance. Following this please send in a typed or written fax summarising the relevant information.

INDICATORS OF MODERATE OR SEVERE MENTAL HEALTH DISORDER

- Significant mental health problems which are present in at least two areas of functioning i.e. significant impairment of personal, family, academic or social functioning
- A lack of sufficient response to universal and targeted interventions (at Tier 1 and Tier 2)
- Primary Mental Health Worker (PMHW) information

If you are concerned about the safety of a child or young person, risk to themselves or others, please telephone the Emergency Services for an Ambulance and/or the Police.

EMERGENCY GUIDANCE (CAMHS response within 24 hours)

The following presentations may indicate a mental health emergency:

- Symptoms of severe depression with active suicidal ideation (see below)

- Severe psychotic symptoms (see below)
- Anorexia with a BMI below 14 and a pattern of rapid weight loss (> 1 kg per week for at least two consecutive weeks) – please also see Eating Disorders Section

If you believe a child or young person needs to be seen by our service as an emergency, contact the Duty Clinician (using the details above). An assessment will be undertaken, if deemed clinically indicated within 24 hours. If the emergency occurs outside of office hours contact the out of hours service (using the details above).

URGENT GUIDANCE (to be seen within 7 days)

The following may indicate the need for an urgent review by CAMHS: -

- Psychotic symptoms (see below)
- Severe depression (see below)
- Eating disorder with BMI below 15 and a pattern of rapid weight loss (> 1 kg per week for at least two consecutive weeks)

If you believe a child or young person needs to be seen by our service as a matter of urgency, please contact the CAMHS Duty Clinician (contact details above). An assessment will be undertaken, if deemed clinically indicated, within seven days.

ROUTINE GUIDANCE (to be seen within four weeks)

Anxiety Disorders

- Excessive anxiety and worry
- Recurrent unexpected panic attacks
- Phobias (fear and avoidance of a specific situation lasting for more than six months)
- The above problems affect daily functioning or school attendance

Attention Deficit Hyperactivity Disorder

Referrals are considered for children **over 6 years old** whose education appears compromised by symptoms of inability to focus or abnormally high activity levels. There is an expectation that learning difficulties and social adversity (particularly parenting issues) will have already been assessed and addressed before referral.

Autistic Spectrum Disorders

Referrals for diagnostic assessment are considered for children **aged 11 years** and above who present with a history of impaired social communication, social interaction and inflexible social imaginative play. Difficulties need to be present across all environments, including home and school. There is an expectation that learning difficulties and social adversity will have already been assessed and addressed prior to referral. We are not currently commissioned to work with behaviour problems secondary to Autism Spectrum Disorders however co-existing mental health problems will be considered. Children aged 10 years or younger, with suspected Autistic Spectrum Disorders, can be referred to the Child Development Centre.

Depression

- Core symptoms – depressed mood, loss of interest and enjoyment, increased fatigability
- Physical symptoms – poor sleep, altered appetite or weight
- Cognitive symptoms – reduced self-esteem and self-confidence, guilt and worthlessness, bleak and pessimistic views of the future
- Suicidal ideation – ideas or acts of self-harm (please consider level of intent and current thoughts)
- Co-existing – depression often occurs alongside other mental health problems (especially anxiety)
- Bipolarity – Bipolar symptoms

Eating Disorders

- Anorexia – at least 10 to 15% deficit from ideal weight, self-induced weight loss, body image distortion, fear of fatness, absence of three consecutive menstrual cycles, high risk physical signs and symptoms – **see adjacent *Emergency Guidance***
- Bulimia – engaging in binge and purge behaviour, preoccupation with eating; fear of fatness, craving for food
- It is advisable to ring for a consultation early if you have any concerns about a young person's weight

Gender Identity

- Gender dysphoria and trans-sexuality.

Obsessive Compulsive Disorder and Tics

- Obsessions and/or compulsions
- Complex motor and vocal tics (consider CDC)
- Trichotillomania (compulsive hair pulling)

Post-Traumatic Stress Disorder

- Symptoms occurring more than three months after a recognised traumatic event
- Flashbacks; intrusive memories; avoidance of trauma reminders
- Problems sleeping, irritability; anger outbursts; poor concentration; easily startled; emotional “numbness”

Psychotic Illness

- Positive symptoms – paranoia, odd beliefs, abnormal perceptions (i.e. hallucinations in all sensory modalities)
- Negative symptoms – deterioration in self-care and daily personal, social and family functioning
- Disinhibited behaviour, over activity, pressure of speech, agitation

Self-Harm

- Self-harm with co-existing mental health symptoms and serious physical risk to self.

Suicidal Ideation

- Strong wish to kill self or die; persistent thoughts of suicide; detailed plan; previous attempts; suicide note; few or no protective factors.

CAMHS IS UNABLE TO DEAL WITH CERTAIN DIFFICULTIES

CAMHS does not see individuals with the following difficulties unless there is evidence of co-existing moderate or severe mental health disorder, **nor does it provide general counselling:** -

- Behaviour problems (including problems secondary to the impact of an Autistic Spectrum Disorder)
- Bereavement
- Bullying
- Drug and alcohol misuse (East Sussex U19SMS)
- Enuresis, encopresis and faecal incontinence
- Fussy eating
- Learning Disability in the absence of a significant mental health problem
- Parental divorce and separation
- Peer relationship problems
- Phobias which do not significantly impair day to day life.
- Sleep issues (refer to sleep clinic)

PMHWs are available for consultations on these issues. The above list is not exhaustive, if you have any concerns please contact the CAMHS Consultation Line for a further discussion

8 February 2017