

Mental Health Policy

Version 1.2

1. Policy Statement

Learn With Confidence (LwC) is committed to supporting the mental health and wellbeing of all its stakeholders, including students, families, and staff. We believe in creating a safe, nurturing environment that fosters positive mental health, particularly for students with Special Educational Needs (SEN) and Social, Emotional, and Mental Health (SEMH) challenges. Our aim is to ensure that mental health and wellbeing are at the forefront of every decision and interaction within our community.

2. Aims

- To provide a supportive, caring, and inclusive learning environment for all students.
- To promote positive mental health for all students, staff, and families, with a particular focus on those with SEN and SEMH challenges.
- To develop resilience and emotional literacy in students, equipping them to manage life's challenges.
- To ensure that students, staff, and families can access appropriate mental health support, guidance, and resources.
- To collaborate with families in the decision-making process about each student's learning journey and mental health needs.
- To train staff to recognise, understand, and support mental health needs effectively.

3. Legislation and Guidance Referenced

This policy is informed by the following key legislation and statutory guidance:

- **Children and Families Act 2014:** Emphasises the need to support children with SEN and disabilities, ensuring their wellbeing and development.
- **Equality Act 2010:** Requires LwC to ensure that no individual is discriminated against due to their mental health, SEN, or disability.
- **Mental Health Act 1983 (amended 2007):** Provides a legal framework for the treatment and care of individuals with mental health conditions.
- **SEND Code of Practice (2015):** Provides statutory guidance on duties to identify, assess, and provide for the mental health needs of children with SEN and SEMH difficulties.
- **Keeping Children Safe in Education (KCSIE) 2023:** Outlines the responsibilities of schools in safeguarding students' mental and emotional wellbeing.
- **Health and Safety at Work Act 1974:** Places a duty on employers to ensure the mental health and safety of all staff members.

4. Definitions

- **Mental Health:** A state of wellbeing in which an individual realises their own potential, can cope with normal stresses of life, work productively, and contribute to their community.
- **SEMH:** Social, Emotional, and Mental Health needs that can manifest as withdrawn or challenging behaviours, emotional instability, or difficulties in managing social interactions.

5. Roles and Responsibilities

- **LwC Leadership:** Responsible for ensuring that the mental health policy is implemented effectively, that all staff are trained to support mental health, and that mental health resources are available.
- **Staff:** Expected to promote positive mental health, identify early signs of mental health issues, and refer concerns to appropriate professionals.
- **Families:** Encouraged to collaborate with LwC staff to support their child's mental health and wellbeing and to access the resources and support available.
- **Students:** Encouraged to participate in discussions about their mental health and wellbeing and to seek help when needed.

6. Support Structures

- **Staff Training:** All staff will receive training to help them recognise early signs of mental health concerns and support students and each other effectively.
- **Mental Health Champions:** LwC will designate key staff members as Mental Health Champions, responsible for promoting mental health initiatives and providing advice.
- **Access to External Support:** LwC will work with external mental health professionals, including educational psychologists, therapists, and CAMHS, to ensure students have access to specialist support when needed.

7. Additional Policies Referenced

This Mental Health Policy should be read in conjunction with the following LwC policies:

- **Safeguarding and Child Protection Policy:** Outlines procedures for safeguarding students' mental health.
- **SEND Policy:** Details the support provided for students with SEN and SEMH challenges.
- **Equality, Diversity, and Inclusion Policy:** Ensures that LwC promotes an inclusive environment where all individuals are treated with respect.
- **Online Safety Policy:** Protects students' mental health in online learning environments, ensuring that online interactions are safe and supportive.
- **Health and Safety Policy:** Addresses the health and wellbeing of staff and students, including mental health.

8. Monitoring and Review

This policy will be reviewed annually by the LwC leadership team to ensure it remains up to date with legislation, best practices, and the needs of the LwC community.

Version Control			
Version No.	Date	Author	Notes
1.0	15 th October 2024	K Perry	Initial Draft
1.1	September 01 2025	KP	
1.2	5.9.26	KP	