

# Senior Mental Health Lead Training Three Year Strategic Plan March2022



	Action	When	Who	Success Criteria	Resources
Leadership and management	A wellbeing team created to include Senior Mental Health Lead, Pastoral staff, governor, staff and non-teaching staff representative.	Summer	SLT Governing Body	Wellbeing and mental health is a focus area in school with a team who meet regularly to develop this area.	
	Invite a member of the local community such as someone from the local church to be part of the wellbeing team to offer emotional and spiritual support to the team.	Summer	SLT	A spiritual element is embedded in the wellbeing team.	
	Bleak Hill to take part in the St Helens Local Authority 'Wellbeing Toolkit Worth It' programme' with 5 key staff leading this across the school.	Summer 2022 Sept2022-Summer 2023	SLT	Increased wellbeing and resilience in children. Staff have greater awareness of how to support the prevention of mental health illness in children and staff learn positive psychology approaches that can actively develop resilience.	Worth It online Toolkit
	From 2022 wellbeing to be an identified aspect of the School Development Plan.	Sept 2022	SLT	Wellbeing explicitly referenced within the School Development Plan.	
	All staff receive training on mental health to develop a common approach across Bleak Hill School.	From Summer 2022	All Staff	Staff can articulate what resilience and mental health is and use their understanding to spot the signs of mental health difficulties and know how to deal with these.	Training sessions
	Extend the Pastoral Team with a new position of Senior Leader for Pastoral Support	Spring 2022	SLT	The new Senior Lead for Pastoral Support role embedded in school and current existing Pastoral role focus upon attending a range of courses to gain understanding in supporting children using resources such as Lego Therapy, etc.	
	Develop safe spaces in the school both at KS2 and EYFS/KS1 where children can	Sept 2022-July 2023	SLT Wellbeing Team	An identified area is created in both KS2 and EYFS/KS1 as a calm space that children know	Identify 2 areas Beanbags

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<b>Ethos and environment</b>	retreat to help them when overwhelmed or finding it difficult to manage emotions.			they can use when needed. This area has a positive impact upon the wellbeing of children.	Calming resources
	Develop a whole school culture to ensure children have a sense of belonging, in an emotionally secure environment supported by warm and emotionally available adults.	Spring 2022 - onwards	All staff	Mental health is talked about positively and children know how to raise concerns with a clear pathway of support.	
	Develop the outdoor quiet area, 'Charlotte's Thinking Garden' as a place of reflection, calm and safe space to be used at playtimes and during curriculum time for sessions led by Pastoral staff.	Summer 2022 onwards	SLT Wellbeing Team	The outdoor pergola is rebuilt with seating and planting to create a quiet calming space that the children know can be used during breaktimes. The Pastoral Team utilise this area for identified groups/individuals and time in this space has a positive impact upon wellbeing.	Pergola Seating Planting
<b>Identifying need and monitoring impact</b>	Children across school are screened using an appropriate tool to identify trends and worries in groups and also identify needs for individuals.	Sept 2022 onwards	All Staff	Staff to have good knowledge of children's worries and concerns which can inform a pyramid of need. Intervention is mapped to vulnerable children who require support. Any identified trends around worries or concerns can be addressed during PSHE lessons and collective worship themes.	
	Create a graduated approach response to need so all staff have a clear understanding of the pyramid of need.	Summer 2022 onwards	SLT Wellbeing Team	All staff know the support in place for all children from the universal offer for all, to additional class support, to support from the Pastoral Team to external agency support for those individuals who require this specialist intervention.	
	PSHE medium term plans to be reviewed in line with current guidance, with input from children and the needs of the school.	Sept 2022	SLT Wellbeing team	Lessons are taught with up-to-date current knowledge relevant to the school context. Medium Term plans reflect progression and the needs of the pupils.	Jigsaw resource

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<b>Curriculum, teaching and learning</b>	The school's chosen PSHE scheme, Jigsaw teaches children the key skills in order to prevent issues around mental health arising and emotional literacy is a key element of PSHE content.	Spring 2022 onwards	Class Teachers	Children know how to manage feelings, self soothe, make good decisions, problem solve and make good relationships.	Jigsaw resource
	Senior Leaders review the PSHE/Jigsaw curriculum alongside the content of Keeping Children Safe in Education document.	Spring 2022 onwards	SLT	Teachers are aware where the content in the Jigsaw curriculum matches to the up-to-date content of the KCSIE	Jigsaw resource
<b>Pupil Voice</b>	Pupil conferencing held termly conferencing with groups of children to discuss wellbeing provision and support across school.	Summer 2022	Wellbeing Team	Pupils and staff have a good understanding of the challenges and subsequent actions which have been taken.	
	Wellbeing ambassadors introduced in each year group to contribute ideas to the wellbeing team.	Summer 2022	Wellbeing Team	Wellbeing ambassadors meet regularly to contribute to the provision for wellbeing and mental health across school. Pupil voice is embedded in the wellbeing provision.	
<b>Staff development</b>	Wellbeing Team to include representative from teaching staff and non-teaching staff.	Summer 2022	Wellbeing Team	Staff speak positively about improvements in their work-related wellbeing and the actions taken by the SLT to improve this.	
	Senior Leads identify appropriate courses for staff to develop knowledge and understanding of wellbeing in both themselves and children.	Spring 2022 onwards	SLT	Staff feel confident in supporting children's wellbeing and where to find support if they need it themselves.	courses
	Mental Health First Aiders access training.	Summer 2022	Staff who express interest	Mental health First Aiders appointed and all staff aware of this support in school.	MH First Aid course

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	Staffroom display Created to signpost staff to appropriate support agencies and information.	Summer 2022 onwards	Wellbeing Team	Support identified and publicised for all staff to access when needed.	
<b>Targeted support and appropriate referral</b>	Senior Mental Health Leads to attend the St Helens Council Health Forums	Summer 2022 onwards	Senior Wellbeing Leads	School leads will have a good knowledge of support agencies locally.	
	Senior Leads have clear understanding of available support locally for both children and adults.	Summer 2022 onwards	Senior Wellbeing Leads	Senior Leaders know which agencies are available locally to support children and families. Where specific support is needed families access this which has a positive impact upon wellbeing.	
<b>Working with parents and carers</b>	Develop the school website to include information regarding the school offer for supporting children's and families' wellbeing.	Summer 2022 onwards	Wellbeing Team	The website content is aligned to the wellbeing offer at Bleak Hill and a parents given a clear explanation of what mental health/wellbeing support is at Bleak Hill.	
	During Parents' Evenings Wellbeing Team members are available to discuss the school's approach to wellbeing/mental health and talk about any family/child challenges.	Sept 2022 onwards	Wellbeing Team	Parents can articulate a greater understanding of the school's approach to mental health and wellbeing.	