



NESSSS

NORTH EAST SURREY
SHORT STAY SCHOOL

MENTAL HEALTH POLICY

November 2023 – November 2024

Version	DATE	DESCRIPTION
1	November 2023	New Policy

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Mental Health Policy for The North East Surrey Short Stay School (NESSSS)

1. Introduction:

This Mental Health Policy for NESSSS outlines our commitment to promoting and safeguarding the mental health and well-being of our students and staff. Recognizing the unique challenges that students in a PRU may face, this policy aims to create a supportive and inclusive environment that fosters positive mental health.

2. Objectives:

2.1.Promote Mental Well-being

- Implement programs that promote positive mental health, resilience, and emotional well-being among students.
- Encourage a positive school culture that values mental health as an integral component of overall well-being.

2.2.Identification and Early Intervention

2.2.1. Students

- Establish procedures for early identification of mental health concerns among students. (Initial interview, information gathering from partner agencies, Thrive assessments)
- Provide training to staff members to recognize signs of distress and respond appropriately. (Through training platforms such as Creative education, CPD, daily briefing)
- Collaborate with external mental health professionals for assessments and interventions when necessary. (Surrey Mind works, CYP haven, East to West)

2.2.2. Staff

- Regular line management meetings, clinical supervision for safeguarding staff and SLT
- Additional training for senior management to recognize signs of distress and respond appropriately.
- Staff to have access to or know how to access additional support

2.3.Inclusive Support Systems

2.3.1. Students

- Develop and implement personalized support plans for students with mental health needs. (SSPs, Thrive action plans)
- Ensure that support plans are inclusive, taking into account individual needs, backgrounds, and identities.
- Foster a culture of empathy and understanding among staff and students.

2.3.2. Staff

- Senior managers to create support plans collaboratively with staff when additional support is needed

2.4. Training and Professional Development

- Provide ongoing training for staff on mental health awareness, including recognizing signs of mental health issues, effective communication, and de-escalation techniques.
(Through training platforms such as Creative education, CPD, daily briefing)
- Equip staff with the skills to create a safe and supportive learning environment for all students.

2.5. Partnerships and Collaboration

- Collaborate with local mental health services, community organizations, and other relevant stakeholders to enhance the support available to students.
- Establish clear communication channels with parents/guardians to involve them in the mental health support process.

2.6. Crisis Response

- Develop and regularly review a crisis response plan to address mental health emergencies.
- Ensure that all staff members are trained in crisis intervention and that appropriate resources are accessible during emergencies.

2.7. Education and Awareness

- Integrate mental health education into the curriculum, promoting awareness and understanding, of mental health issues.
(Through RSHE, Assembly)
- Organize events and activities that raise awareness of mental health and well-being throughout the school community.
(Coffee mornings, school fayres, school trips)

2.8. Confidentiality and Privacy

- Ensure that all mental health information is treated with the utmost confidentiality and is shared only on a need-to-know basis.
- Establish clear guidelines on information sharing between school staff, parents, and external mental health professionals.

2.9. Monitoring and Evaluation

Regularly review and evaluate the effectiveness of this policy through

- Surveys and feedback from students, staff, and parents.
- Analysis of incidents and responses related to mental health.
- Collaboration with external evaluators or mental health professionals.

3. Review

This policy will be reviewed annually to ensure its relevance and effectiveness in meeting the mental health needs of our students in the Pupil Referral Unit.

