



THAMESFIELD
COLLEGE

CHANGING LIVES | CREATING FUTURES

Mental Health Policy

For implementation from September 2026

Prepared for Thamesfield College

Mental Health Policy

Changing Lives | Creating Futures

Policy statement

This policy sets out how Thamesfield College promotes and safeguards the mental health and wellbeing of pupils and staff, identifies concerns early and provides inclusive support.

Document control information

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Approved by	Management Committee
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1. Introduction

This Mental Health Policy outlines Thamesfield College's commitment to promoting and safeguarding the mental health and wellbeing of pupils and staff. Recognising the unique challenges that pupils in a Pupil Referral Unit may face, this policy aims to create a supportive and inclusive environment that fosters positive mental health.

2. Objectives

2.1 Promote mental wellbeing

- Implement programmes that promote positive mental health, resilience and emotional wellbeing among pupils.
- Encourage a positive school culture that values mental health as an integral component of overall wellbeing.

2.2 Identification and early intervention

2.2.1 Pupils

- Establish procedures for the early identification of mental health concerns among pupils. *Examples include initial interviews, information gathering from partner agencies and Thrive assessments.*
- Provide training so that staff recognise signs of distress and respond appropriately. *Examples include Creative Education, continuing professional development and daily briefing.*
- Collaborate with external mental health professionals for assessments and interventions when necessary. *Examples include Mindworks Surrey, CYP Haven and East to West.*

2.2.2 Staff

- Use regular line management meetings and provide clinical supervision for safeguarding staff and senior leaders.
- Provide additional training for senior managers so that they recognise signs of distress and respond appropriately.
- Ensure staff have access to, or know how to access, additional support.

2.3 Inclusive support systems

2.3.1 Pupils

- Develop and implement personalised support plans for pupils with mental health needs. *Examples include SSPs and Thrive action plans.*
- Ensure that support plans are inclusive and take account of individual needs, backgrounds and identities.
- Foster a culture of empathy and understanding among staff and pupils.

2.3.2 Staff

- Senior managers will 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 recognising signs of mental health concerns, effective communication and de-escalation techniques. *Examples include Creative Education, continuing professional development and daily briefing.*
- Equip staff with the skills to create a safe and supportive learning environment for all pupils.

2.5 Partnerships and collaboration

- Collaborate with local mental health services, community organisations and other relevant stakeholders to enhance the support available to pupils.
- Establish clear communication channels with parents and carers 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 staff 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 concerns. *Examples include RSHE and assemblies.*
- Organise events and activities that raise awareness of mental health and wellbeing throughout the school community. *Examples include coffee mornings, school fairs and school trips.*

2.8 Confidentiality and privacy

- Ensure that mental health information is treated confidentially and shared only on a need-to-know basis.
- Maintain clear guidance on information sharing between school staff, parents and carers, and external mental health professionals.

2.9 Monitoring and evaluation

Thamesfield College will regularly review and evaluate the effectiveness of this policy through:

- surveys and feedback from pupils, staff, parents and carers;
- analysis of incidents and responses related to mental health; and
- collaboration with external evaluators or mental health professionals.

3. Review

This policy will be reviewed annually to ensure that it remains relevant and effective in meeting the mental health needs of pupils and staff at Thamesfield College.