



St Bede's
Roman Catholic High School

MENTAL HEALTH AND WELLBEING POLICY

1. Policy Statement

At St Bede's, we recognise the importance of positive mental health and wellbeing for our students, staff, and wider school community. Good mental health is fundamental to learning, relationships, and personal development. We are committed to creating an environment where all members of the school feel safe, supported, and valued.

2. Aims

This policy aims to:

- Promote positive mental health and wellbeing across the school community.
- Provide a safe and supportive environment that fosters resilience and self-esteem.
- Ensure that pupils with identified mental health needs are appropriately supported.
- Work in partnership with parents, carers, and external agencies.
- Reduce stigma associated with mental health.

3. Scope

This policy applies to:

- All students enrolled at St Bede's.
- All teaching and non-teaching staff.
- Parents, carers, governors, and visitors involved in the life of the school.

4. Promoting Positive Mental Health

We will promote mental health and wellbeing by:

- Embedding social, emotional, and mental health education across the curriculum.
- Providing opportunities for students to engage in physical activity.
- Training staff to recognise early warning signs of mental health difficulties.
- Encouraging a culture of openness, where concerns can be raised without stigma.

5. Identification and Support

- Staff will be alert to signs of emotional distress, changes in behaviour, or academic decline.
- Concerns will be reported to the Designated Mental Health Lead (Brian Bielby), DSL, Pastoral teams or Senior staff.
- Support may include pastoral care, counselling, mentoring, referral to school mental health team, or external services.
- Individual support plans will be developed when appropriate.

6. Roles and Responsibilities

- **Headteacher:** Overall responsibility for ensuring this policy is implemented.
- **Designated Mental Health Lead (Brian Bielby) :** Coordinates support, training, and liaison with external services.
- **Staff:** Promote wellbeing, notice concerns, and report appropriately.
- **Students:** Encourage peers, seek help when needed, and contribute to a positive school culture.
- **Parents/Carers:** Work with the school to support their child's wellbeing.

7. Staff Wellbeing

We recognise that staff mental health is equally important. St Bede's will:

- Provide access to wellbeing resources and support networks.
- Encourage a healthy work-life balance.
- Offer supervision, professional development, and wellbeing training.

8. Confidentiality

We respect the privacy of students and staff. Information will be shared only when necessary to protect wellbeing and safety, following safeguarding procedures.

9. Monitoring and Evaluation

- The policy will be reviewed every 2 years by the Senior Leadership Team and Governors.
- Feedback will be gathered from staff, students, and parents to assess effectiveness.

10. Linked Policies

- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- Behaviour Policy
- SEND Policy

Approved by governors

Signed: *P. Crewe*

Date: 24/11/25



November 2025 BB