



Bexhill
Academy

Mental Health & Emotional Wellbeing Policy

Adopted: October 2025
Next Review: October 2026
Reviewed by: D Holter

Date	Changes	Page number
13.10.25	No changes but reviewed	

MENTAL HEALTH & EMOTIONAL WELLBEING POLICY

For Bexhill Academy

Policy Statement

Mental health is a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work to the best of their ability, and is able to make a contribution to her or his community. (World Health Organization)

In the last whole county Health Survey, 70% of Bexhill Academy pupils (compared to 63% across the county) reported feeling “quite happy” with their life with 63% of pupils able to identify a trusted adult if they had any concerns they wished to discuss. We therefore recognise the need to continue promoting positive mental health.

Purpose

The policy aims to:

- Promote positive mental health in all staff and students
- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of mental ill health
- Provide support to staff working with young people with mental health issues
- Provide support to students suffering mental ill health and their peers and parents/carers
- Will help to reduce the negativity in talking about mental health

Child Protection Responsibilities

Bexhill Academy is committed to safeguarding and promoting the welfare of children and young people, including their mental health and emotional wellbeing, and expect all staff and volunteers to share this commitment.

Procedures

Where a young person is distressed, the member of staff should ask them what support they need and want. Assess the risk of harm to self or others and try to reduce any risk that is present. Listen non-judgementally.

Give them time to talk and gain their confidence to take the issue to someone who could help further.

Give reassurance and information.

Reassure the student that they have done the right thing. Gently explain that you would like to help them. Do not promise confidentiality -it could be a child protection matter. Enable the young person to get help. Work through the different options of support. Explain that you would like to share their thoughts with someone else, so that they can get the best help. This could include Head of Year, Learning Lead, DSL, Mental Health Lead and parents.

Encourage them to speak to someone -offer to go with them.

Encourage self-help strategies.

Appropriate staff to complete a My Concern report

Do not speak about your conversation or concerns with other pupils/casually to a member of staff.

High Risk

If you consider the young person to be at risk then you should follow the Safeguarding and Child Protection procedures and report your concerns directly to the Designated Safeguarding Lead.

Confidentiality and information sharing

Students may choose to speak to a member of academy staff if they are concerned about their own welfare or that of a peer.

Students should be made aware that it may not be possible for staff to offer complete confidentiality.

If a member of staff considers a student is at serious risk of causing themselves harm then confidentiality cannot be kept.

It is important not to make promises of confidentiality that cannot be kept even if a student puts pressure on a member of staff to do so.

Young people with mental health problems typically visit the medical room more than their peers, often presenting with a physical concern. This gives the medical team a key role in identifying mental health issues early.

If a student speaks with in a member of the academy medical team then they should be encouraged to speak to their tutor and Pastoral Team.

After the initial discussion, any immediate concern for a student's mental health would be reported to the DSL and/or Mental Health Lead (Mrs Ransom) and an appointment made to the Mental Health First Aid Team.

Students may also refer via askmilo@bexhillacademy.org or speaking to Mrs Ransom directly during a drop in.

Confidentiality will be maintained within the boundaries of safeguarding the student.

The DSL (Mrs Holter) and Mental Health Lead (Ms)Ransom) *(If you are unsure who these members of staff are, please see the posters around the school and in classrooms)* will decide what information is appropriate to pass on to parents/carers.

Parents/carers must disclose to the academy any known mental health problem or any concerns they may have about a student's mental health or emotional wellbeing. This includes any changes in family circumstances that may impact the student's wellbeing.

Mental Health First Aid

In order to ensure suitable mental health first aid provision and awareness it is our policy that:

- There are sufficient numbers of trained personnel to support those students who are experiencing mental and/or emotional difficulties.
- A Mental Health First Aider is available during normal school hours. The Mental Health First Aider is responsible for:
 - Responding promptly to calls for assistance
 - Providing first aid support within their level of competence
Which can include after the initial discussion: signposting to relevant support, referring for specific group work in school, referral to appropriate external agency, or additional 1:1 session with MHFA
 - Summoning medical help as necessary
 - Recording details of support given

The academy has qualified mental health first aiders in attendance during normal working hours. MHFA staff are trained to recognise mental ill health and help find the support needed. Please see the posters around the school to familiarise yourself with names and faces.

Safeguarding Lead

Is responsible for:

- Responding promptly to calls for assistance in high-risk cases and safeguarding and child protection issues
- Making referrals to appropriate agencies
- Summoning immediate medical help if required
- Informing parents and carers

School Nurse/Mental Health Support Team

The School Nurse and/or Mental Health Support Team is available regularly once a week at the academy, and is responsible for:-

- Working closely with students, parents, carers and staff, offering support and advice on a range of issues offering medical support
- Playing a vital role in children's development, managing medical conditions and acting as a point of contact on child protection issues
- Maintaining accurate records of all support given

Staff Roles and Procedures:

Procedures for dealing with specific mental health issues are given as follows:

- The Pastoral Team should be contacted in the first instance
- A record must be kept of all incidents and the first aid treatment support given. A copy should be kept by the academy in My Concern.

