Senior Mental Health Leads Training for schools in B&NES, Swindon and Wiltshire

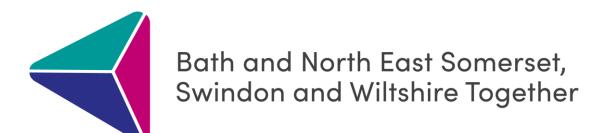
Bath & North East Somerset Council

Improving People's Lives





A WHOLE SCHOOL APPROACH TO MENTAL HEALTH



DAY 2 COHORT 4

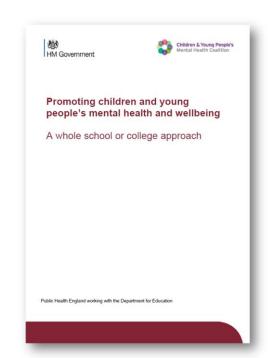
Senior Mental Health Leads Training

Facilitators:

Caroline McAleese (B&NES),

Nick Bolton (Wiltshire).

<u>DfE Senior Mental Health Lead Training BSW : Wiltshire Healthy Schools</u> General info about SMHL001



Format of Course

1.5 training days

- ✓ Session 1: Full day Thursday 23rd March 2023. 9-5pm
- Thursday 18th May 2023. 9am-12:30pm
- •Course materials: BSW SMHL training resources Jan 2023: Wiltshire Healthy Schools
- 3 network meetings (3:30-5pm)
- √20th September 2023
- 6th February 2024
- 3rd July 2024

SMHL Knowledge Hub group for sharing and keeping in touch

Learning Outcomes

By the end of the course you will have:

- Further understood the role of the Senior Mental Health Lead
- Explored how to promote staff wellbeing including an introduction to key resources
- Explored the CPD needs of school staff and opportunities to meet these
- Examined the importance of monitoring and identifying pupil needs and considered a range of resources ad tools to action this
- Gained further confidence to embed a whole school approach to mental health in school



Learning outcomes for senior mental health leads in schools and colleges

June 2021

Programme for Day 2

9:00 Welcome and Introductions

Reviewing and reflecting on progress

Staff wellbeing

9.55 Screen break (10 min)

Staff wellbeing continued

Staff development

10.45 Tea/Coffee break (15 min)

Identifying need and monitoring impact

11.45 Screen break (10 mins)

Review and planning

Next steps

12.30 Close

The Role of the Senior Mental Health Lead

Learning outcomes that will enable a senior mental health lead to implement and sustain an effective whole school or college approach to mental health and wellbeing in their setting, aligning to the 8 principles outlined in *Promoting children and young people's emotional health and wellbeing* (PHE, 2021).

- 1 Leadership and management
- 2 Identifying need and monitoring impact of interventions
- 3 Targeted support and appropriate referrals
- 4 Staff development and wellbeing
- 5 Creating an ethos and environment
- 6 Enabling the Student Voice
- 7 Working with parents, families and carers
- 8 Curriculum, teaching and learning

An ethos and environment that promotes respect and values diversity

Curriculum teaching and learning to promote resilience and support social and emotional learning

Targeted support and appropriate referral

Leadership and management that supports and champions efforts to promote emotional health and wellbeing student voice to influence decisions

Working with Parents and carers

Identifying need and monitoring impact of interventions

Staff
development to
support their
own wellbeing
and that
of students

Group work today

You will be working in groups at various points this morning

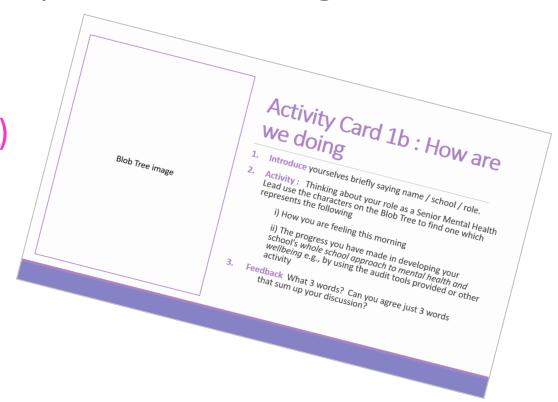
Share the activity slide

(found at course web page – see chat)

Appoint a group leader to

- Take notes
- Feedback to the whole group

First group activity: 20 minutes

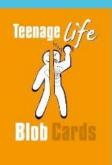


Blob Tree image

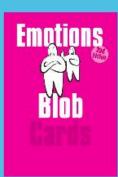
Activity Card 1b: How are we doing

- Introduce yourselves briefly saying name / school / role.
- 2. Activity: Thinking about your role as a Senior Mental Health Lead use the characters on the Blob Tree to find one which represents the following
 - i) How you are feeling this morning
 - ii) The progress you have made in developing your school's whole school approach to mental health and wellbeing e.g., by using the audit tools provided or other activity
- 3. Feedback What 3 words? Can you agree just 3 words that sum up your discussion?





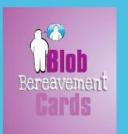














Blob Books Collection Special Offer



Ref: ???-BL 577.770

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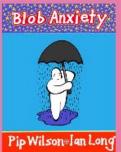


PipWilson @ Ian Long



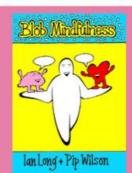


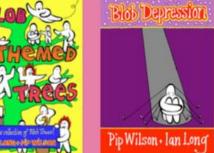


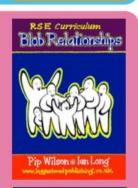


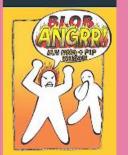








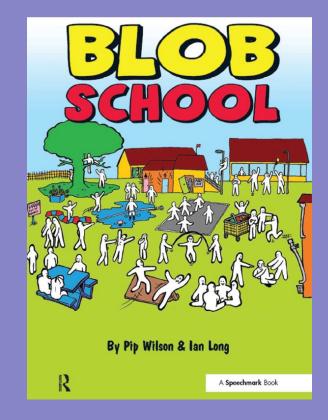




A word about Blobs!

Blob Shop - Home of the Blob Tree

www.pipwilson.com



Staff Wellbeing



Staff
development to
support their
own wellbeing
and that
of students

THE TRICK TO HAVING
HAPPY STUDENTS,
HAPPY STUDENTS,
IS TO, FIRST
BE HAPPY
YOURSELF.

Staff wellbeing

- •87% teachers have experienced anxiety;
- •79% have suffered loss of sleep;
- •30% have increased their use of alcohol;
- •7% have suffered a relationship breakdown;
- •2% have self-harmed.



Teacher Wellbeing Survey – 2022





- •27% teachers needed to see a doctor or medical professional due to the detrimental impact on their health caused by their job during the Covid-19 pandemic
- •23% of teachers say they have taken medication to help cope,
- •12% have undergone counselling to give them extra support,
- •9% use or have increased their reliance on antidepressant drugs.
- •81% of teachers responding to our survey report they have experienced an increase in workplace stress over the past year
- •48% said the job had affected their physical health

https://www.nasuwt.org.uk/static/1ac040a7-96a5-481a-a052ddd850abc476/Teacher-Wellbeing-Survey-Report-2022.pdf



Activity Card 2b : Staff wellbeing

- 1. What is the state of your school's staff wellbeing? (this may be sensitive so please respect confidentiality.) Is this true for all staff?
- 2. How do you know this? What forums and or tools does your school use to measure staff wellbeing? How often are these used and with whom?
- 3. What examples of good practice can you share? What is your school already doing to promote the wellbeing of staff?
- 4. Feedback: Share examples of good practice or links to resources in the chat room when you return

Staff wellbeing in Schools



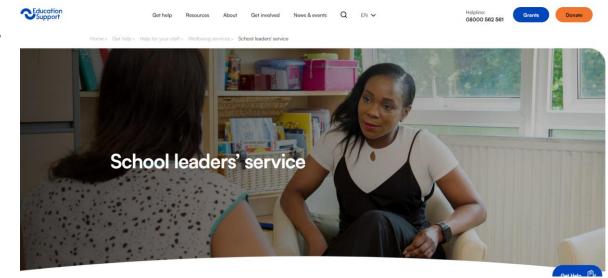
Staff Wellbeing in Schools – YouTube

Education Support

Free and confidential professional supervision

This service is for headteachers, deputy headteachers, assistant headteachers, MAT CEOs and MAT Deputy CEOs based in state funded primary or secondary schools.

- You must be able to attend six sessions of either online professional supervision
- •This service is funded by the Department for Education



https://www.educationsupport.org.uk/get-help/help-for-your-staff/wellbeing-services/school-leaders-service

New guidance

This document builds on the <u>Working together to</u> <u>improve school attendance</u> guidance, and should be read alongside the statutory guidance documents on parental responsibility measures, children missing education, supporting children with medical conditions, suspensions and exclusions, alternative provision, and safeguarding.

This guidance applies to any pupils displaying <u>any</u> social, emotional or mental health issue that is affecting their attendance. It is <u>not</u> only for pupils who have a diagnosed mental disorder, or a disability or special educational need.

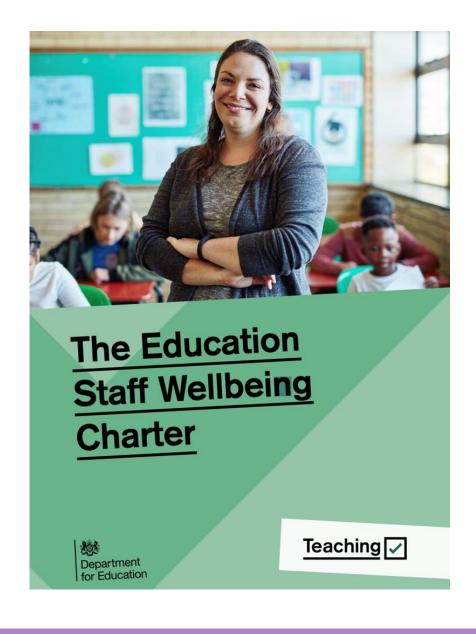
<u>Summary of responsibilities where a mental health issue</u> is affecting attendance (publishing.service.gov.uk)



Summary of responsibilities where a mental health issue is affecting attendance

February 2023

Screen Break



All education settings encourage to sign up (2021)

DfE contribution	Setting contribution
DfE and Ofsted commitments	11 steps

https://www.gov.uk/guidance/education-staff-wellbeing-charter



Your wellbeing matters. DfE will:





Support the sector to drive down unnecessary workload



Measure and respond to changes in staff wellbeing



Ensure that DfE guidance meets user needs



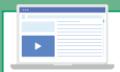
Champion flexible working and diversity



Break down stigma around mental health



Embed wellbeing in training and professional development



Improve access to mental health and wellbeing resources



Review impact and progress made to protect staff wellbeing

Education Staff Wellbeing Charter For more information: www.gov.uk/dfe



Your wellbeing matters. Ofsted will:



Ensure that inspectors take staff wellbeing into account in coming to their judgements and monitor this through quality assurance and evaluation.



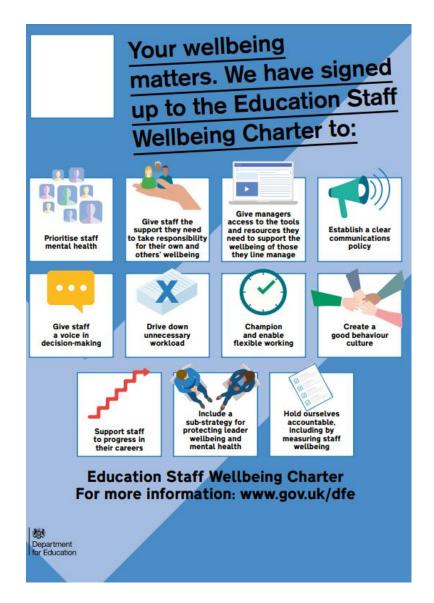
Review whether the framework is having inadvertent impacts on staff wellbeing (for example, creating unnecessary workload) and take steps to alleviate any issues.



Continue to clarify that we do not expect providers to create documentation for inspection, to try to reduce administrative workload.

Education Staff Wellbeing Charter For more information: www.gov.uk/dfe





11 commitments for the setting

1 Prioritise staff mental health

Tackle mental health stigma

Parity of esteem with physical, including in the management of staff absence

Legal duty to control the risks associated with work-related stress in the far as is reasonably practicable

Channel support to individuals whose role is known to have a significant emotional component.

Ensure that staff understand the real benefits that sensitive pastoral support can have, while also recognising where their limits are as non-specialists.

2. Give staff the support they need to take responsibility for their own and other people's wellbeing Access to info and tools to support physical and mental health

3. Give managers access to the tools and resources they need to support the wellbeing of those they line manage. Including resources and training and clear boundaries / escalation routes



4. **Establish a clear communications policy** for example around deadliness, emails and working during unsociable hrs

5. **Give staff a voice in decision-making** including contribution of unions, staff forums and representative – staff wellbeing group

6. Drive down unnecessary workload 2018 DfE School Workload Reduction Toolkit https://www.gov.uk/guidance/school-workload-reduction-toolkit

7. Champion flexible working

https://www.gov.uk/government/publications/flexible-working-in-schools/flexible-working-in-schools--2

- 8. **Promote diversity,** eliminating discrimination, and advancing equality of opportunity
- 9. **Create a good behaviour culture** behaviour policy / calm, safe and disciplined working environment

Guidance

School workload reduction toolkit

Practical resources for school leaders and teachers to help reduce workload, produced by school leaders, teachers and other sector experts together with DfE.

Guidance

Flexible working in schools

Updated 16 May 2022

10. Support staff to progress in their careers aligned to the Standard for Teachers' Professional Development.

Your wellbeing matters. We have signed up to the Education Staff Wellbeing Charter to:

On will be in the reproduction of the staff will be reproducted by the staff

11. Hold ourselves accountable, including by measuring staff wellbeing and being transparent about results, monitoring trends over time, and acting in response to findings

Comprehensive suite of resources and sign https://www.gov.uk/guidance/education-staff-

wellbeing-charter

iuidance

Education staff wellbeing charter

An explanation of the education staff wellbeing charter and the benefits of using it.

From: Department for Education

Published 10 May 2021

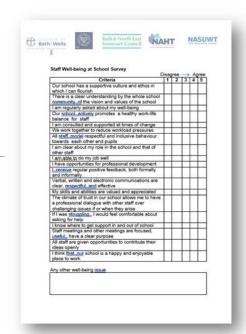
Last updated 4 February 2022 - See all updates

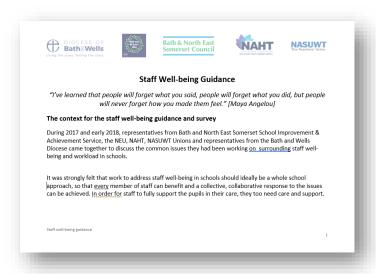


Staff wellbeing survey and guidance

- Introduce the survey, at a meeting or training day
- Invite all members of school staff to anonymously complete it
- Collect in completed surveys and analyse the results, perhaps RAG rating the responses
- •Form a group, to respond to the survey within a specific time period e.g. 6/12 or 18 months
- Report on what the school is doing well, then on areas for development
- Use the guidance document for ideas to implement
- After implementing actions, resurvey and assess progress

<u>Staff wellbeing at school survey: Wiltshire Healthy Schools</u>





Resources: Mentally Healthy Schools



https://mentallyhealthyschools.org.uk/whole-school-approach/supporting-staff-wellbeing



5 Steps framework – supporting staff

Find out more about supporting staff wellbeing, and access useful tools and resources to help, on the Anna Freud Centre's '5 Steps to Mental Health and Wellbeing' framework.

Find out more 🖸



Education Support

Education Support is a mental health charity dedicated to improving the health and wellbeing of teachers, teaching assistants, headteachers and support staff in schools and further education settings.

Find out more



10 steps towards staff wellbeing

A detailed handbook for schools on ways to measure, monitor and improve staff wellbeing in schools.

Find out more

Supporting a member of staff with mental health difficulties

Advice and guidance for senior leaders about supporting a member of staff who has mental health difficulties, and what to do if you are concerned.

Find out more





Coronavirus

Wellbeing tips

Mental health issues

Life's challenges

Supporting others

Urgent support



Be kind to your mind

There are small things we can all do to help be kind to your mind, and these can make a big difference to how we feel.

Get expert advice and practical tips to help you look after your mental wellbeing and make them part of your daily routine.

https://www.nhs.uk/every-mind-matters

Free sources of emotional support for frontline workers, including education staff

- Our Frontline <u>www.mentalhealthatwork.org.uk/ourfrontline</u> offers round-the-clock one-to-one support, by call or text, from trained volunteers, plus resources, tips and ideas to look after your mental health.
- **Shout** provides a free 24/7 text support service for education and health staff who are working on the frontlines right now. Text FRONTLINE to 85258 to talk by text with a trained crisis volunteer
- Wellbeing support by telephone for essential staff provided by Samaritans. Call free on 116 123 to speak in confidence with a trained listening volunteer
- **Frontline19** www.frontline19.com offers free online mental health and emotional wellbeing services to support frontline workers. You can access emotional support via Zoom, Skype or FaceTime with a fully qualified psychologist, psychotherapist or counsellor at a time that suits you for free
- Education Support Education Support, supporting teachers and education staff School leaders can access free mental health and wellbeing support through the charity Education Support. The DfE funded scheme provides free one-to-one counselling, one-to-one supervision, and peer support to school leaders, helping those at deputy head level and above with their mental wellbeing.

Staff
Development /
CPD

What is your school doing already?



Staff development

WHO NEEDS

Senior leadership team

Senior mental health lead

Class / subject teachers

Teaching Assistants

SENCO

Lunchtime supervisors

Office staff

Grounds / site supervisor

Governors

Someone else

WHAT STAFF DEVELOPMENT

Identifying and understanding mental health conditions/ signs and symptoms

Simple strategies for talking with CYP about their wellbeing / listening skills

Sources of support for CYP

Tackling stigma

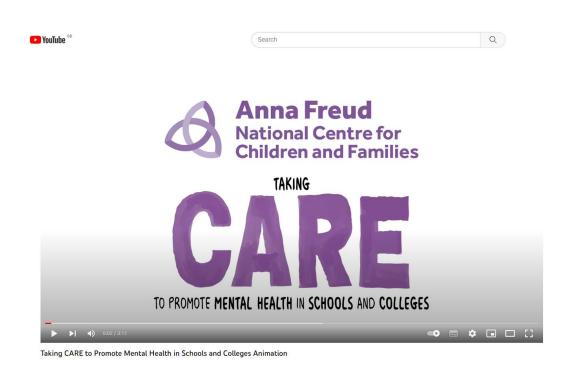
Teaching about mental health and wellbeing

Talking to parents and carers

Strategies to support pupils who re struggling to cope

Something else

Mental health in school everybody has a role



A short film to share with colleagues as a starting point for further work

https://www.youtube.com/watch?v=ATjcdfm PaoE&t=65s

Staff development opportunities

Free training courses for education staff

DfE Teaching about wellbeing

Practical materials for primary and secondary schools to use to train staff about teaching mental wellbeing

<u>Charlie Waller Trust</u> An extensive list of free (or for a donation) training on mental health issues in schools

Winston's Wish Bereavement training for teachers Free online training for schools

Free self guided study for education staff

MindEd Online training modules on a long list of mental health and wellbeing issues. Too many to list. Add the issue you want to explore into the search box

Psychological First Aid for Children and Young
People Free training to support children and young
people's mental health during emergencies and crisis
situations

<u>Crisis Tool</u> Short online training modules produced by Health Education England in partnership with young people. Covers how to support a young person in mental health crisis

Access local CPD resources

Bath & North East Somerset Council

Improving People's Lives





Public Health in Schools Programme

<u>Children's Workforce Training – Learning Zone</u>

Staff Wellbeing Support

Swindon Healthy Schools Programme

<u>Training and events: Wiltshire Healthy Schools</u>

Training & Events | Right Choice (wiltshire.gov.uk)

Tea/coffee Break

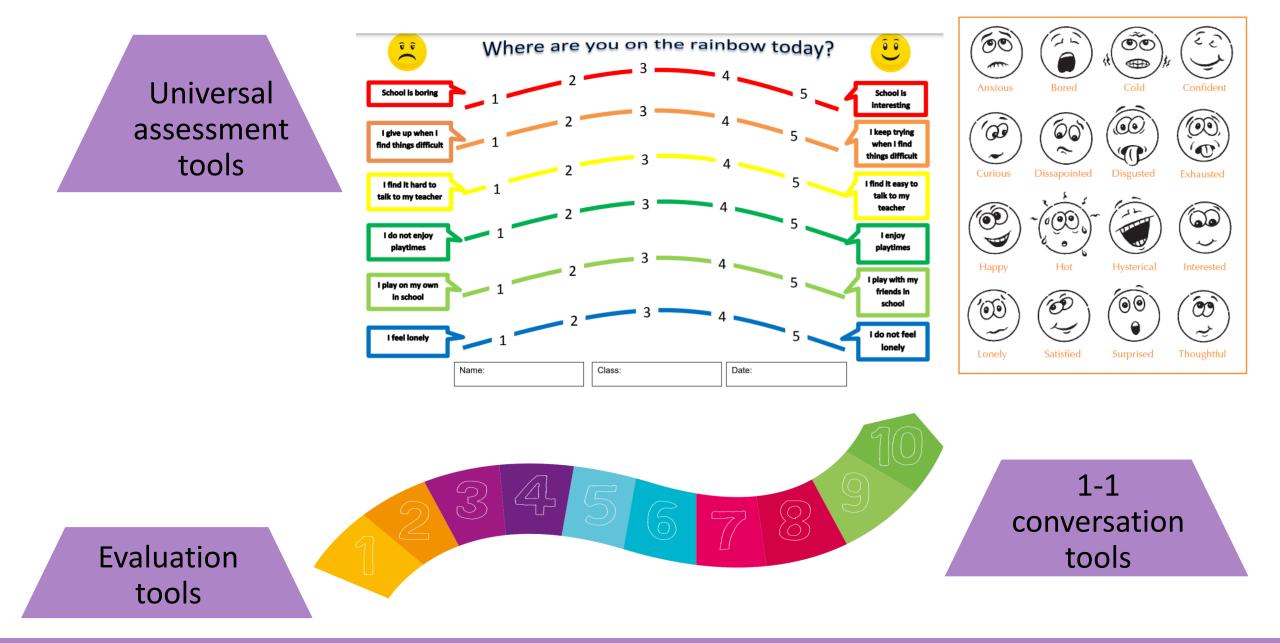
Identifying need and monitoring impact

Consider the following in the context of your school	Agree / disagree / somewhat
Local and school level data about mental health and wellbeing is accessed, analysed and used to influence practice and provision	
The needs of those groups of children vulnerable to mental health problems are recognised and addressed including those with adverse childhood experiences (ACEs), lesbian, gay, bisexual, transgender (LGBT), black, minority, ethnic (BME) young people, those living in families experiencing financial hardship	
Validated tools are used to assess pupils' wellbeing	
Curriculum and interventions are evaluated to assess impact and direct future development	

Early intervention tools

Universal assessment tools

Evaluation tools



Identification and measurement

Early intervention tools

Two key elements that can enable schools to reliably identify children at risk of mental health problems:

Effective use of data

so that changes in pupils' patterns of attainment, attendance or behaviour are noticed and can be acted upon; along with

■ An effective pastoral system

When schools suspect that a pupil is having mental health difficulties, they should not delay putting support in place, using the graduated response process :

- an assessment to establish a clear analysis of the pupil's needs;
- a plan to set out how the pupil will be supported;
- action to provide that support; and
- regular reviews to assess the effectiveness of the provision and lead to changes where necessary.

Department for Education

Mental health and behaviour in schools

November 2018

Identification and measurement 1/2

- MindEd free online teaching to help adults to identify and understand children and young people with mental health problems.
- Health A-Z Conditions and treatments by subject Mental health disorders information from the NHS on mental health disorders.
- Strengths and Difficulties Questionnaire (SDQ) can assist schools in taking an overview and making a judgement about whether a pupil is likely to be suffering from a mental health problem.
- **Boxall Profile** an online assessment tool for social emotional and behavioural difficulties for children and young people.



Mental health and behaviour in schools

November 2018

Identification and measurement 2/2

- Education Endowment Foundation The Sutton Trust-EEF Teaching and Learning Toolkit is a summary of research, providing guidance for schools on using their resources to improve attainment of pupils especially disadvantaged pupils.
- •CORC outcome and experience measurements provides easily accessible resources to measure children and young people's mental health and wellbeing
- Good Childhood Wellbeing Index easy and free assessment of children's well-being in the classroom.
- Measuring and monitoring children and young people's mental wellbeing: a toolkit for schools and colleges a range of validated tools to measure mental wellbeing amongst pupils



Mental health and behaviour in schools

November 2018

Third group activity: 15 minutes

Activity Card 3b: Assessment tools

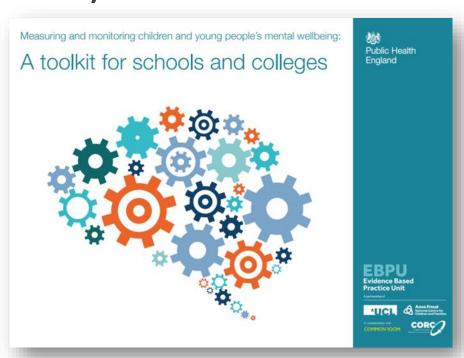
Use with 2 additional cards to explore: Bears, Blobs, SDQ, WMF, SCWS

Do you feel that this would be a useful way to assess

children's mental health?

Would you use in your school?

Any comments . . .



The Bears (primary)

Best with ages 2-11. Pack of 48 large picture cards to start conversations or as part of an evaluation.

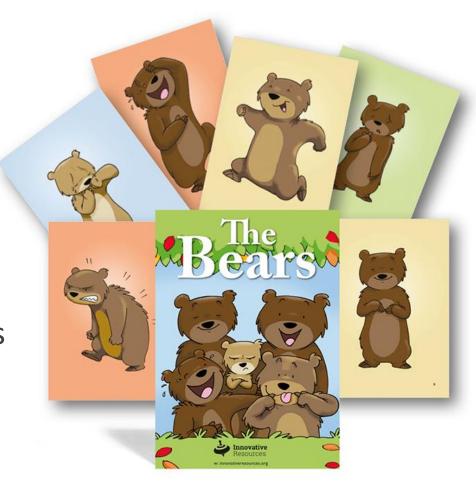
Cross language, literacy, cultural, racial, age and gender boundaries. Use with groups or individuals.

No rules or instructions, although a 42 page booklet is provided with some activity ideas.

"Which bear represents the way you feel about . . . ?"

"Is it the same bear that was you yesterday or when we last met?"

https://innovativeresources.co.uk/product/bear-cards/ £37.95



Two packs per class provides a good choice, even when many have been taken.

Blobs (primary, secondary & FE)

Blobs - Best with ages 11+.

Explore the blob resources available.

https://www.blobtree.com/

SDQ (primary, secondary & FE)

Designed to focus more on assessing targeted and specialist mental health needs.

Have a look at the free online Strengths and Difficulties Questionnaires.

For example <u>have a look at the 1 page forms</u> here

And scoring information here.

https://www.sdqinfo.org/a0.html

Strengths and Dies			
For each item, please mark the box for Not True, Somewhat True or Certain best you can even if you are not absolutely certain or the item seems daft! Please the control of the plant of the item seems daft! Please the control of the plant of the item seems daft.	Questionnaire by True It would belon		
Child's Name Or this school year.	ease give your answers	us if you answe on the basis of	red all items as
Date of Birth		VII.323 ()	the child's
-			Male/Female
Considerate of other people's feelings	Not	Sam	
overactive cannot a	True	Somewhat True	Certainly True
or headach		П	
Often complains of headaches, stomach-aches or sickness Shares readily with other children (treats, toys, pencils etc.)			-
Often has temper to the Children (treats, toys, pencils etc.)			
Often has temper tantrums or hot tempers		-	
Journal V. Jends to mile			
Generally obedient, usually does what adults request Many worries, often season			
ricipini if someone is hort suppose			<u> </u>
Constantly fidgeting or squirming			븕
Has at least one good friend			<u></u>
Often fights post and			
Often fights with other children or bullies them		<u> </u>	
PPy, GOWD-hearted on the			
and all y fixed by other child			- III
Lastly distracted, concentration			<u>-</u>
Nervous or clingy in new situations, easily loses confidence Kind to younger children			-
Kind to younger children		-	
Often lies or cheats		-	
Dictoral			
Picked on or bullied by other children]	
volunteers to help others (no			_
Thinks things out before acting			-
Steals from home, school or all		-	- 1
Gets on better math and the			_
Gets on better with adults than with other children Many fears, easily, contact the contact of			
			
Sees tasks through to the end, good attention span			
Signature			
Parent/Teacher/Other (please specify:)		*******	
Thank you very much for your help			
, истр	61	laberi Goodman, 2005	
		2005	

(primary, secondary & FE)

The Wellbeing Measurement Framework

The Wellbeing Measurement Framework_(WMF) is a suite of measurement booklets for primary school, secondary school and college students.

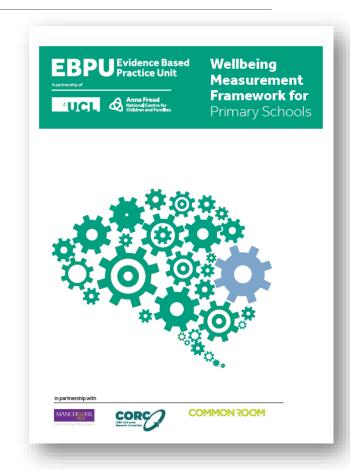
Each booklet contains a set of validated questionnaires that assess constructs such as positive wellbeing, behavioural or emotional difficulties, the presence and strength of protective factors and ability to deal with stress and manage emotions.

Wellbeing Measurement Framework for primary schools

Wellbeing Measurement Framework for secondary schools

Wellbeing Measurement Framework for colleges

Wellbeing measurement framework for schools | Anna Freud Centre



The Stirling Children's Wellbeing Scale (primary & secondary)

The Stirling Children's Wellbeing Scale, a holistic and positively worded scale, developed by the Stirling Educational Psychology Service, that is suitable for educational professionals looking to measure emotional and psychological wellbeing in children aged 8 to 15 years.

(highlighted on p23 of the guidance: Promoting children and young people's mental health and wellbeing)

See scoring info from page 2 of the downloaded pdf.

The Stirling Children's Wellbeing Scale

Here are some statements or descriptions about how you might have been feeling or thinking about things over the past couple of weeks.

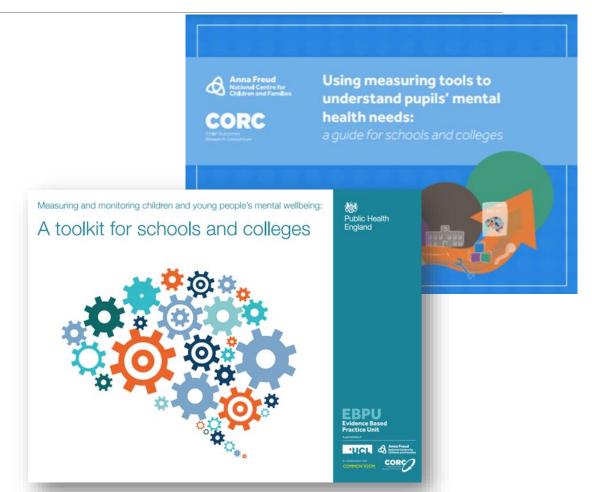
For each one please put a tick in the box which best describes your thoughts and feelings; there are not right or wrong answers.

	Statements	Never	Not much of the time	Some of the time	Quite a lot of the time	All of the time
1	I think good things will happen in my life	1	2	3	4	5
2	I have always told the truth	1	2	3	4	5
3	I've been able to make choices easily	1	2	3	4	5
4	I can find lots of fun things to do	1	2	3	4	5
5	I feel that I am good at some things	1	2	3	4	5
6	I think lots of people care about me	1	2	3	4	5
7	I like everyone I have met	1	2	3	4	5
8	I think there are many things I can be proud of	1	2	3	4	5
9	I've been feeling calm	1	2	3	4	5
10	I've been in a good mood	1	2	3	4	5
11	I enjoy what each new day brings	1	2	3	4	5
12	I've been getting on well with people	1	2	3	4	5
13	I always share my sweets	1	2	3	4	5
14	I've been cheerful about things	1	2	3	4	5
15	I've been feeling relaxed	1	2	3	4	5

https://www.mhpss.net/toolkit/mhpss-m-and-e-mov-toolkit/resource/the-stirling-childrens-wellbeing-scale

Other sources of assessment tools

- School Health Nurses
- ELSAs
- SENCOs
- CAMHS
- Mental Health Support Teams
- Local LA surveys
- Anna Freud Centre



Screen Break

Next steps

Attend the next network meeting:

N2. September 20th 2023 3:30-5:00pm

What would you like to cover?

All meeting dates, PowerPoints and other resources are available at course weblink (see link below, also link in chat during this session and emails)

•Course materials: <u>BSW SMHL training resources Jan 2023</u>: <u>Wiltshire Healthy Schools</u> Join the B&NES, Swindon and Wiltshire SMHL group at Knowledge Hub:

https://khub.net/web/senior-mental-health-leads-bnes-swindon-wiltshire

Sign up to Knowledge Hub, using your school email address, and request to join the group

Saying goodbye

Who are you?

Who would you most like to be?

Who would you least like to be?

What can you do to bring about the change you want?

How can you take care of yourselves?

Blob staff room image

A sprinkle of magic to end with....

M MINDFUL
A ACTIVE
G GIVE
I INTEREST
C CONNECT

https://www.mind.org.uk/workplace/mentalhealth-at-work/taking-care-of-yourself/fiveways-to-wellbeing













5 Ways to Wellbeing