

# **IRIS School Mental Health Policy**

**Effective Date:** October 2024

**Review Date:** October 2025

## **1. Purpose**

The purpose of this Mental Health Policy is to create a supportive and inclusive environment at IRIS School where mental health and well-being are prioritized, and effective support systems are in place for all students and staff.

## **2. Scope**

This policy applies to all students, staff, and the wider school community, outlining our commitment to promoting mental health and well-being.

## **3. Policy Statement**

IRIS School recognizes that mental health is vital to the overall well-being of students and staff. We are committed to fostering a culture that promotes positive mental health, reduces stigma associated with mental health issues, and provides appropriate support for those in need.

## **4. Objectives**

- To promote awareness and understanding of mental health issues among students, staff, and parents.
- To provide clear guidelines for identifying and supporting students with mental health concerns.
- To create an environment where students feel safe to express their mental health needs and seek help.
- To ensure staff are trained and equipped to support students' mental health and well-being.

## **5. Mental Health Awareness and Education**

- Mental health education will be integrated into the curriculum across various subjects and age groups.
- Regular workshops, assemblies, and seminars will be organized to raise awareness about mental health topics, including stress management, anxiety, depression, and resilience.
- Information resources and toolkits will be made available to students, staff, and parents to promote understanding and support.

## **6. Identification and Support**

- Staff will be trained to recognize signs of mental health issues and respond appropriately.
- A designated Mental Health Lead or staff member will oversee mental health initiatives and support within the school.
- Students will have access to confidential support services, including counselling, mentoring, and resources related to mental health.

## **7. Safeguarding and Confidentiality**

- All mental health concerns will be treated with the highest level of confidentiality. Information will be shared on a need-to-know basis, following safeguarding protocols.
- In cases where a student poses a risk to themselves or others, appropriate steps will be taken to ensure their safety, including involvement from external agencies as necessary.

## **8. Collaboration with Parents and Community**

- Parents will be encouraged to engage in discussions about mental health and well-being.
- The school will collaborate with external mental health organizations and services to provide additional support and resources for students and families.
- Parent workshops may be organized to provide guidance on recognizing mental health issues and supporting their children.

## **9. Staff Well-Being**

- The school recognizes the importance of staff mental health and will promote a culture of well-being among its staff.
- Regular well-being initiatives, training, and support services will be available to staff.
- Staff are encouraged to seek support when needed and maintain a healthy work-life balance.

## **10. Monitoring and Evaluation**

- The impact of this policy will be monitored through regular surveys, feedback from students and staff, and review of support services.
- This policy will be reviewed annually to assess its effectiveness and incorporate any necessary changes based on feedback and evolving guidelines.

## **11. Related Policies**

This policy should be read in conjunction with other relevant school policies, including:

- Safeguarding Policy
- Anti-Bullying Policy
- Equality and Diversity Policy
- Health and Safety Policy

## **12. Conclusion**

At IRIS School, we are committed to prioritizing mental health and well-being as fundamental components of a positive learning environment. We believe that by promoting awareness, providing support, and fostering open conversations, we can create a community where everyone feels valued and capable of reaching their full potential.

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## **Review and Approval**

This policy will be reviewed annually by the school management team and approved by the governing body.