

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.

Review and Approval

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