

# Student mental health and wellbeing policy

**2025 - 2026**

**Approved by: Pip Burley**

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## 1. AIMS

At LAMP Learning, we are committed to supporting the mental health and wellbeing of students, parents, carers, staff and other stakeholders.

This policy focuses on students' mental health and wellbeing. It aims to:

- Set out our approach to promoting positive mental health and wellbeing for all students across at LAMP
- Provide guidance to staff on their role in supporting students' mental health and wellbeing, including how they can foster and maintain an inclusive culture in which students feel able to talk about and reflect on their experiences of mental health
- Support staff to identify and respond to early warning signs of mental health issues
- Inform students and their parents/carers about the support they can expect from LAMP in respect of support for mental health and wellbeing, and provide them with access to resources

## 2. Legislation and guidance

This policy was written with regard to:

- [The Equality Act 2010](#)
- [The Data Protection Act 2018](#)
- Articles 3 and 23 of the [UN Convention on the Rights of the Child](#)

## 3. Roles and responsibilities

All LAMP staff are responsible for promoting positive mental health and wellbeing and for understanding risk factors.

If any members of staff are concerned about a student's mental health or wellbeing, they should inform the Designated Safeguarding Lead

Certain members of staff have extra duties to lead on mental health and wellbeing at LAMP. These members of staff include:

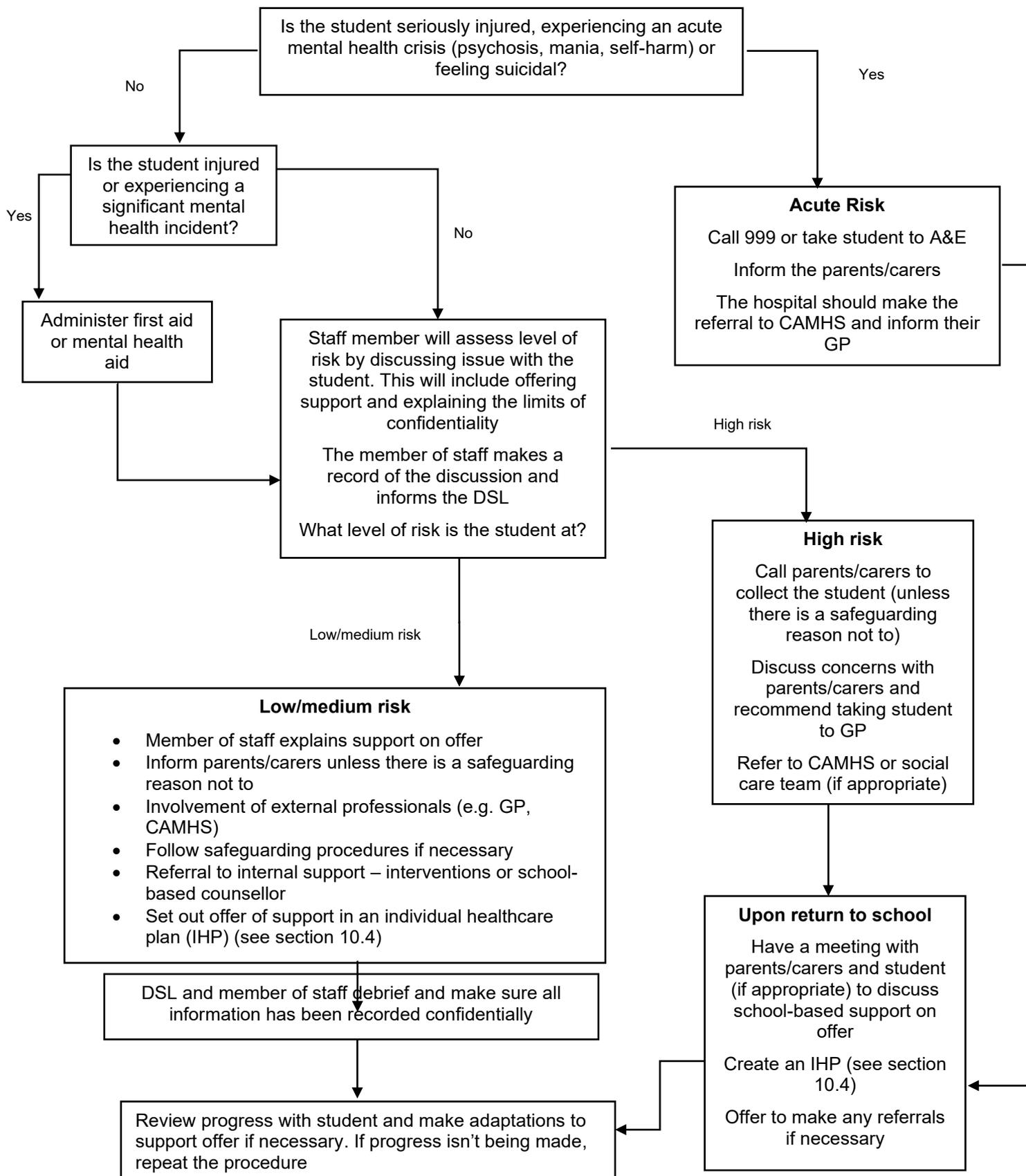
Sharon Round Designated Safeguarding Lead

Pip Burley Deputy Designated Safeguarding Lead

Florence Ellis Mental Health First Aider

Sharon Round Child Protection Lead

## 4. Procedure to follow in a case of acute mental health crisis



## 5. Warning signs

LAMP staff will be on the lookout for signs that a student's mental health is deteriorating. Some warning signs include:

Changes in:

- Mood or energy level
- Eating or sleeping patterns
- Attitude in lessons or academic attainment
- Level of personal hygiene
- Social isolation
- Poor attendance or punctuality
- Expressing feelings of hopelessness, anxiety, worthlessness or feeling like a failure
- Abuse of drugs or alcohol
- Rapid weight loss or gain
- Secretive behaviour
- Covering parts of the body that they wouldn't have previously
- Refusing to participate in P.E. or being secretive when changing clothes
- Physical pain or nausea with no obvious cause
- Physical injuries that appear to be self-inflicted
- Talking or joking about self-harm or suicide

## 6. Managing disclosures

If a student makes a disclosure about themselves or a peer to a member of staff, staff should remain calm, non-judgmental and reassuring.

Staff will focus on the students emotional and physical safety, rather than trying to find out why they are feeling that way or offering advice.

Staff will always follow our college's safeguarding policy and pass on all concerns to the Designated Safeguard Lead. All disclosures are recorded and stored in the student's confidential safeguarding/ child protection file.

When making a record of a disclosure, staff will include:

- The full name of the member of staff who is making the record
- The full name of the students(s) involved
- The date, time and location of the disclosure
- The context in which the disclosure was made
- Any questions asked or support offered by the member of staff

## 7. Confidentiality

Staff will not promise a student that they will keep a disclosure secret – instead they will be upfront about the limits of confidentiality.

A disclosure cannot be kept secret because:

- Being the sole person responsible for a student's mental health could have a negative impact on the member of staff's own mental health and wellbeing
- The support put in place for the student will be dependent on the member of staff being at school
- Other staff members can share ideas on how to best support the student in question

Staff should always share disclosures with at least 1 appropriate colleague. This will usually be to the Designated Safeguard Lead. If information needs to be shared with other members of staff or external professionals, it will be done on a need-to-know basis.

Before sharing information disclosed by a student with a third party, the member of staff will discuss it with the pupil and explain:

- Who they will share the information with
- What information they will share
- Why they need to share that information

LAMP will attempt to receive consent from the student to share their information, but the safety of the student comes first.

Parents/carers will be informed unless there is a child protection concern. In this case the Child Protection and Safeguarding Policy will be followed.

### 7.1 Process for managing confidentiality around disclosures

1. Student makes a disclosure
2. Member of staff offers support
3. Member of staff explains the issues around confidentiality and rationale for sharing a disclosure with the Designated Safeguard Lead
4. LAMP will attempt to get the student's consent to share – if no consent is given, explain to the student who the information will be shared with and why
5. LAMP will record the disclosure and share the information with the chosen elected member of staff
6. The Designated Safeguard Lead will inform the parent/carer (if appropriate)
7. Any other relevant members of staff or external professionals will be informed on a need-to-know basis

## 8. Supporting students

### 8.1 Baseline support for all students

As part of LAMP's commitment to promoting positive mental health and wellbeing for all student's, LAMP offers support to all students by:

- Raising awareness of mental health through PFA lessons and mental health awareness weeks
- Signposting students and parents to sources of online support through the LAMP website
- Having open discussions about mental health during lessons

- Providing student' with avenues to provide feedback on any elements of LAMP that is negatively impacting their mental health through my views and nominated confidential box
- Good referral processes with external agencies for appropriate mental health support
- Safeguarding Team and Senior Leadership Team to undertake appropriate mental health training and introduce whole college training
- Offering pastoral support, e.g. through safeguarding team and tutors

## 8.2 Assessing what further support is needed

If a student is identified as having a mental health need, the Designated Safeguard Lead Sharon Round will take a graduated and case-by-case approach to assessing the support our LAMP can provide, further to the baseline support detailed above in section 8.1.

Our college will offer support in cycles of:

- Assessing what the student's mental health needs are
- Creating a plan to provide support
- Taking the actions set out in the plan
- Reviewing the effectiveness of the support offered
- Liaising with external support agencies if appropriate

## 8.3 Internal mental health interventions

Where appropriate, a student will be offered support that is tailored to their needs as part of the graduated approach detailed above. The support offered at LAMP includes:

- Pastoral and 1-1 sessions
- Reduced timetables
- Non pressured environments
- Counselling with external mental health support

## 8.4 Making external referrals

If a student's needs cannot be met by the internal offer LAMP provides, LAMP will make, or encourage parents/carers to make, a referral for external support.

A student could be referred to:

- Their GP or a paediatrician
- CAMHS & Coventry & Warwickshire Mind, RISE
- Mental health charities (e.g. [Samaritans](#), [Mind](#), [Young Minds](#), [Kooth](#))
- Local counselling services

## 9. Supporting and collaborating with parents/carers

We will work with parents/carers to support students' mental health by:

- Asking parents/carers to inform us of any mental health needs their child is experiencing, so we can offer the right support
- Informing parents/carers of mental health concerns that we have about their child
- Engaging with parents/carers to understand their mental health and wellbeing issues, as well as that of their child, and support them accordingly to make sure there is holistic support for them and their child
- Highlighting sources of information and support about mental health and wellbeing on the LAMP website, including the mental health and wellbeing policy
- Liaising with parents/carers to discuss strategies that can help promote positive mental health in their child
- Providing guidance to parents/carers on navigating and accessing relevant local mental health services or other sources of support (e.g. parent/carer forums)
- Keeping parents/carers informed about the mental health topics their child is learning about in PSHE, and share ideas for extending and exploring this learning at home
- Support parent/carers in making appropriate referrals
- Support parents /carers through the Early Support process

When informing parents/carers about any mental health concerns we have about their child, we will endeavour to do this face-to-face.

These meetings can be difficult, so LAMP will ensure that parents/carers are given time to reflect on what has been discussed, and that lines of communication are kept open at the end of the meeting.

A record of what was discussed, and action plans agreed upon in the meeting will be recorded and added to the student's confidential record.

## 10. Supporting peers

Watching a friend experience poor mental health can be very challenging for students. Students may also be at risk of learning and developing unhealthy coping mechanisms from each other.

We will offer support to all students impacted by mental health directly and indirectly. We will review the support offered on a case-by-case basis. Support might include:

- Strategies they can use to support their friends
- Things they should avoid doing/saying
- Warning signs to look out for
- Signposting to sources of external support

## 11. Signposting

Sources of support are displayed around LAMP and linked to on our LAMP website, so students and parents/carers are aware of how they can get help.

The mental health first aiders and designated safeguard lead and safeguarding team will be available to provide further information to students and parents/carers if they want to learn more about what support is available.

Mental health support is also outlined through the Early Support process

LAMP will support parents/carers and students to self-refer or make referrals on the individuals presenting needs

## **12. Whole school approach to promoting mental health awareness**

### **12.1 Mental health is taught in PfA**

Students are taught to:

- Develop healthy coping strategies
- Challenge misconceptions around mental health
- Understand their own emotional state
- Keep themselves safe
- Informed of mental health support and organisations whilst their education facility is closed
- How to refer themselves for mental health support

### **12.2 Creating a positive atmosphere around mental health**

LAMP will create an open culture around mental health by:

- Discussing mental health with students in order to break down stigma
- Encouraging students to disclose when their mental health is deteriorating
- Inform students and parents/carers of external support which is available to them
- Use the Early Support process to access support for parents/carers and students

## **13. Training**

All staff will be trained so they:

- Have a good understanding of what students' mental health needs are
- Know how to recognise warning signs of mental ill health
- Know a clear process to follow if they identify a student in need of help

## **14. Support for staff**

LAMP recognises that supporting a student experiencing poor mental health can affect that staff member's own mental health and wellbeing. To help with this we will:

- Treat mental health concerns seriously
- Offer staff supervision sessions
- Support staff experiencing poor mental health themselves
- Create a pleasant and supportive work environment
- Offer an employee assistance scheme

## **15. Monitoring arrangements**

The policy will be reviewed yearly or following updated information/resources and legislation.