



Shoreham Academy

The best in everyone™

Part of United Learning

Title	Mental Health Policy
Policy Owner	Group Safeguarding Lead
Effective Date	May 2025
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Contents

1	Mission statement
2	Strategic Commitment
3	Five-Step Development Programme
4	Student Mental Health & Wellbeing Strategy
5	Whole School Approach
6	Key Staff Contacts
7	Compliance



United Learning
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■ Ambition ■ Confidence ■ Creativity ■ Respect ■ Enthusiasm ■ Determination

Mission Statement

“Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”

— *World Health Organization*

At Shoreham Academy, we are committed to promoting positive mental health for all students and staff. We employ both universal strategies and targeted interventions to support well-being and respond to mental health concerns. Our aim is to foster a safe, inclusive, and supportive environment where mental health is prioritised.

Strategic Commitment

Shoreham Academy integrates health and wellbeing throughout all aspects of school life. We are dedicated to:

- Promoting healthy lifestyle choices
 - Facilitating open discussions around mental health
 - Educating staff and students on mental wellbeing
 - Offering services to support physical, mental, and sexual health
 - Empowering individuals to make informed health and safety decisions
 - Engaging the entire school community in shaping mental health strategy
 - Partnering with external organisations to enhance provision
 - Using data to inform and evaluate wellbeing initiatives
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Five-Step Development Programme

1. **Leading Change**

Leadership fully supports a whole-school approach to mental health.

2. **Working Together**

Mental Health Focus Groups for students and staff contribute to strategic planning and evaluation.

3. **Understanding Need**

We identify at-risk individuals, monitor wellbeing, and evaluate the impact of interventions.

4. **Promoting Wellbeing**

Wellbeing is embedded in our ethos and regularly communicated through assemblies, briefings, parent updates, and student leadership.

5. Supporting Staff

A dedicated strategy led by a Vice Principal includes a Staff Wellbeing Manifesto, regular surveys, and embedded support systems.

Student Mental Health & Wellbeing Strategy

We focus on early identification and support through:

1. Prevention

Creating a safe, supportive environment and integrating mental health education across the curriculum.

2. Identification

Spotting early signs of mental health issues and responding promptly.

3. Early Support

Providing internal intervention through a structured referral system.

4. Specialist Support

Collaborating with external agencies to ensure timely access to professional care.

Targeted Support – Graduated Approach to support student Mental Health:

Stage	Provision Required	Support and Provision
1	Universal Monitoring	<ul style="list-style-type: none">• High quality, inclusive care• Mentor Support• Curriculum Inputs
2	Early Intervention	<ul style="list-style-type: none">• Key worker• Pastoral support - check ins, permission cards• SEMH Wellbeing• Behaviour & Emotional Support• Boys Impact Mentoring• Dare2Dream• EBSA• Girls Network• Peer/MH Ambassador• Creative Therapy
3	Additional Support	<ul style="list-style-type: none">• Juno (Y8 Girls ONLY)• SA Concordia EWP• Behaviour & Wellbeing Support• MIND Support• Thought-Full Service
4	Intensive additional support	<ul style="list-style-type: none">• School counsellor• IFD• SPOA• MAHMET
5	Provision outside of school	<ul style="list-style-type: none">• CAMHS• YES• YMCA Dialogue• Private psychotherapy/counselling

Whole School Approach: Eight Principles

1. Leadership & Management

Strategic oversight and advocacy for mental health at all levels.

2. Curriculum & Learning

Embedding resilience and emotional learning through PSHE, assemblies, and subject-specific content.

3. Student Voice

Feedback mechanisms include student councils, surveys, mentoring, and ambassador programmes.

4. Staff Development

CPD on mental health, wellbeing forums, and access to supervision.

5. Monitoring Interventions

Tracking student wellbeing through reports, triage teams, and collaboration with external services.

6. Parental Engagement

Active partnership through workshops, pastoral support, and community programmes.

7. Targeted Support

Tailored interventions for those with specific mental health needs.

8. Inclusive Ethos

Celebrating diversity through curriculum links, national events, and equality initiatives.

Key Staff Contacts

- **Lydia Shelley** – Vice Principal (Pastoral)
- **Hayley Hill** – Vice Principal (Staff Wellbeing)
- **Claire Joyce** – Assistant Principal (Behaviour & Attendance)
- **Mel Edwards** – Director of Inclusion
- **Hannah Phillips** – SENCO
- **Carolyn Gilding** – Designated Safeguarding Lead
- **Melissa Belgeonne** – Senior Mental Health Lead
- **Stacey Lowell** – School Counsellor
- **Joe Smith** – Safety Officer
- **Jeanette Salter** – Student Services Manager

Additional support from Heads of School, Pastoral Managers, Intervention Leads, and the Young People's Mental Health Team.

Compliance

Shoreham Academy is committed to meeting all statutory responsibilities concerning mental health, including:

- **Safeguarding** (KCSIE): Preventing the impairment of mental and physical health
- **PSHE Curriculum**: Incorporating mental wellbeing into student learning
- **Ofsted**: Supporting personal development and mental health awareness
- **SEND**: Complying with the SEND Code of Practice