# 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

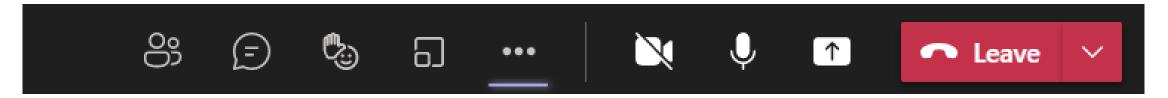
DAY 2



Bath and North East Somerset, Swindon and Wiltshire

Clinical Commissioning Group

## **Using Microsoft Teams**



- Use mute / unmute and camera controls
- Unmute when you would like to speak
- Turn your camera on when you speak, and in the smaller break out rooms
- We will be using the chat function for questions, comments and some activities
- You can also put up a digital hand for attention
- Use the original joining link, if you unexpectedly leave or become lost!
- Access resources during the course (click direct course page link in chat)

## Senior Mental Health Leads Training

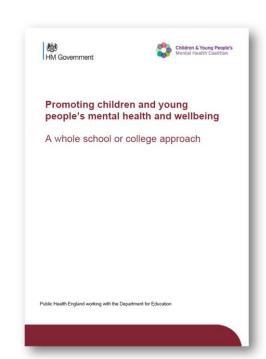
#### **Facilitators:**

Clare Laker (B&NES),

Surbdeep Rai (Swindon),

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 20th January 2022. 9-5pm
- Thursday 23rd June 2022. 9am-12:30pm
- •Course materials: BSW SMHL training resources Jan 2022 : Wiltshire Healthy Schools

#### 3 network meetings (3:30-5pm)

- √ Wednesday 30<sup>th</sup> March 2022
- Wednesday 21<sup>st</sup> September 2022
- Wednesday 7<sup>th</sup> December 2022

New 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

10.55 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



## Group work today

You will be working in groups at various points this morning

Share the activity slide

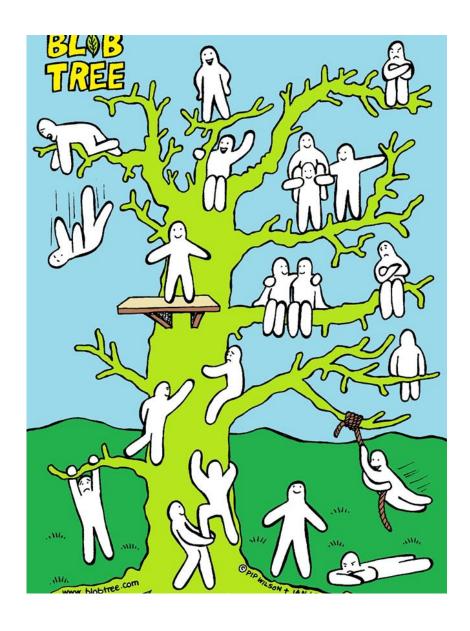
(found at course web page – see chat)

Appoint a group leader to

- Take notes
- Feedback to the whole group



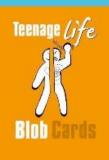
First group activity: 20 minutes



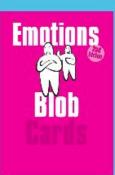
# Activity Card 1b: How are we doing

- 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

Blob Loss



PipWilson @ Ian Long



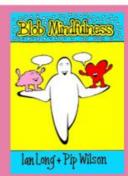












Behaviour

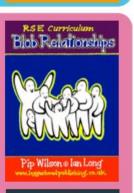
Blob Anxiety

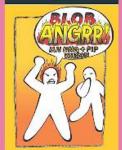
CARDS

Pip Wilson lan Long

www.loggwrheadpublishing.co.ul

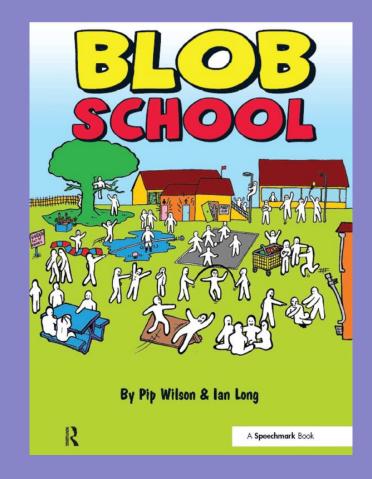






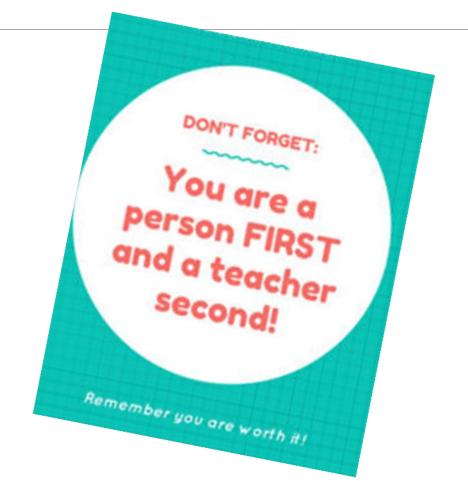
## A word about Blobs!

www.pipwilson.com



## Staff wellbeing

THETRICK TO HAVING
HAPPY STUDENTS,
HAPPY STUDENTS,
BEHAPPY
BEHAPPY
YOURSELF.







## Staff wellbeing - National updates

#### IMPACT OF COVID 19 ON THE WELLBEING OF EDUCATION PROFESSIONALS

#### THE IMPACT ON THE MENTAL HEALTH OF TEACHERS CANNOT BE UNDER-ESTIMATED -

- 50% of all education professionals felt their mental health and wellbeing had declined either considerably or a little.
- 50% cited the lack of timely government guidance was one of the most challenging aspects.
- Only 15% felt greatly or somewhat appreciated by the UK government.
- Only 25% felt greatly or somewhat appreciated by the general public.



## Staff wellbeing

Almost three in ten (27%) teachers needed to see a doctor or medical professional to help with the detrimental impact on their mental and physical health caused by their job during the Covid-19 pandemic, a survey by the NASUWT-The Teachers' Union, has found:

- 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% (almost half) said the job had affected their physical health.

## Staff wellbeing

Further findings in the last 12 months of the teaching profession:

- •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.



"Ministers and school employers must recognise that to deliver the programme of education recovery it is vital for the nation's children and young people, teacher wellbeing has to be recognised.

"It is vital to the delivery of high-quality education as the country hopefully emerges from the pandemic in the months and years ahead. "These figures are truly shocking and starkly on the mental health and wellbeing of teachers

Dr Patrick Roach, General Secretary of the NASUWT

## Staff wellbeing in Schools



Staff Wellbeing in Schools – YouTube

## Staff wellbeing – Local data

"How Are You?"

Swindon teachers & school staff wellbeing during

Covid 19 Pandemic

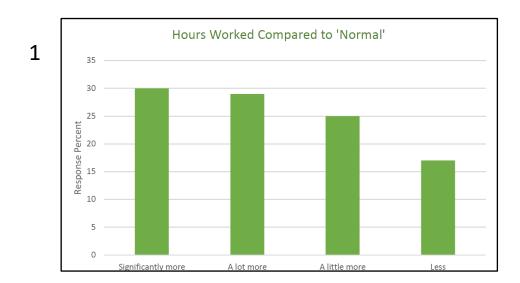
June 2021

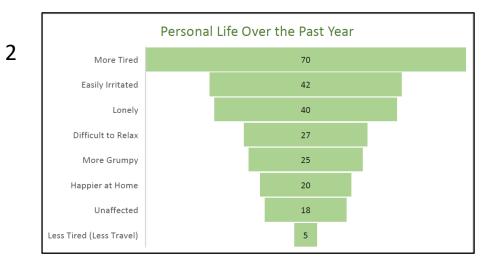
#### "How Are You?"

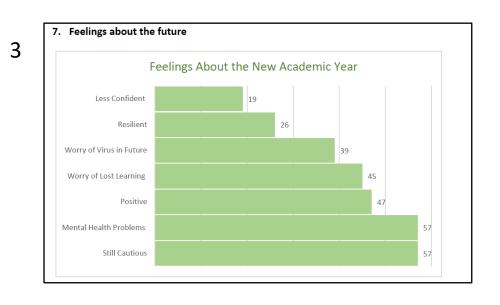
726 staff completed the survey = approximately 20% of Swindon's 4,000 school staff

Education sectors were represented as follows:

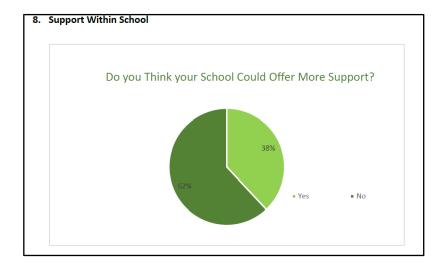
- 55% work in a Primary School environment
- 26% work in a Special School environment
- 19% work in a Secondary School or College environment



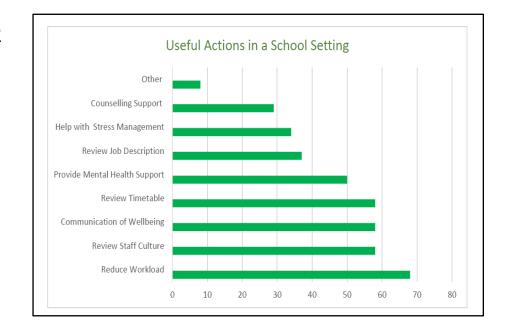




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2

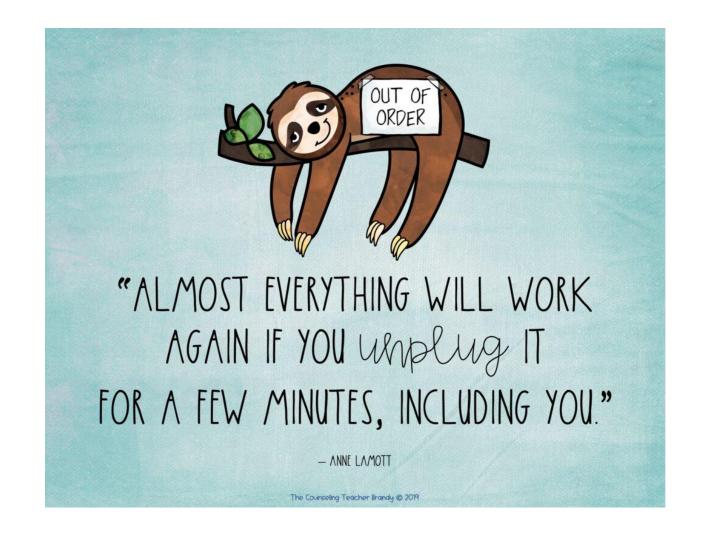


#### **Recommendations from the report:**

Decide on most appropriate next steps including potential further research about:

- How school staff / school culture can be improved
- Ways to address work-life balance
- How to improve communication within school
- What additional mental health support could be provided in school





#### **Second group activity: 15 minutes**

## Activity card 2b

 How do these figures resonate for your school?

 What is your school doing already to support staff wellbeing?







#### "How Are You?"

Swindon teachers & school staff wellbeing during Covid 19 Pandemic

June 2021

Angela Milliken-Tull Richard Palmer

www.chameleonpde.com

nfo@chameleonpde.com

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## Screen Break

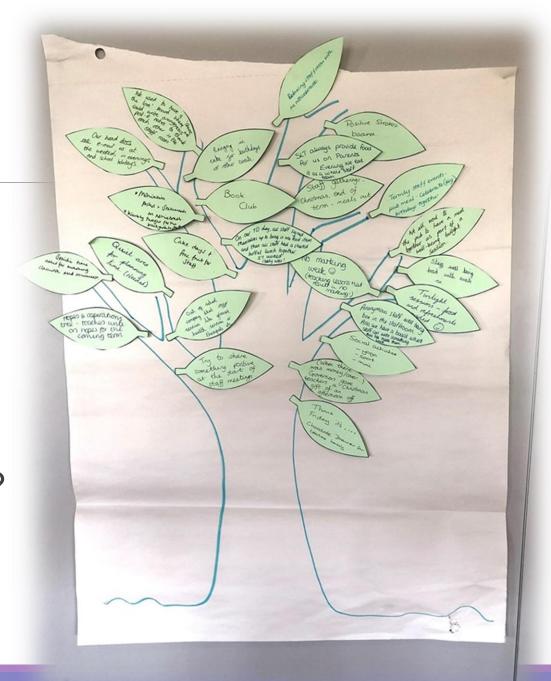
## Feedback

 What have you done in your setting to support staff wellbeing?

What worked well?

What would you like to see happen?

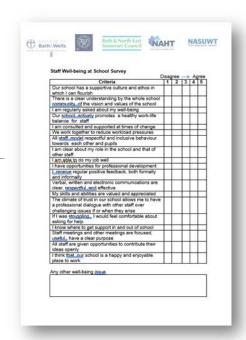
Add your ideas in the chat



## 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>



DIOCESE OF Bath&Wells Living the story. Telling the story.		North East set Council	The Teachers' Union	
Staff Well-being Guidance				
	, , ,	said, people will forget who ade them feel." [Maya Ange		
The context for the sta	ff well-being guidance	and survey		
Achievement Service, the	NEU, NAHT, NASUWT Unio discuss the common issue	ath and North East Somerset So ons and representatives from the es they had been working <u>on su</u>	he Bath and Wells	
approach, so that every m	ember of staff can benefit	eing in schools should ideally be and a collective, collaborative be pupils in their care, they too	response to the issues	
Staff well-being guidance			1	

Show your staff that you take their wellbeing seriously

Open a conversation with staff
about their Wellbeing and mental
health



The Education
Staff Wellbeing
Charter



Teaching 🗸

Create a staff wellbeing strategy

Create a wellbeing-focused

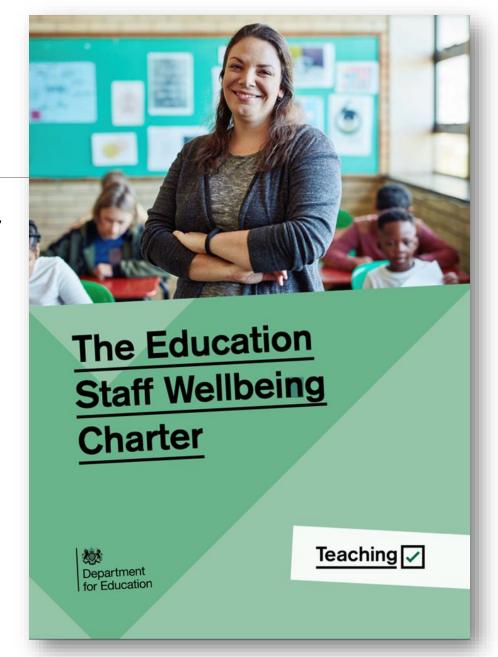
## **Activity** (individual)

 Look at the Education Staff Wellbeing Charter (link in chat and on resource page)

Can your school or college sign up?

•Are there any actions needed?

Education staff wellbeing charter - GOV.UK (www.gov.uk)





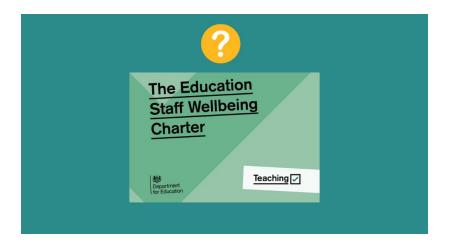


National Centre for Children and Families











Resources for school staff – A whole school approach to wellbeing





## 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 <u>www.frontline19.com</u> 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



Taking CARE to Promote Mental Health in...

Anna Freud National Centre for

**Children and Families** 

TAKING

# GARE

TO PROMOTE MENTAL HEALTH IN SCHOOLS AND COLLEGES











## 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	

Bath & North East Somerset Council

## 1 in 1 children and young people (and us) have mental health

Mental wellbeing flourishing



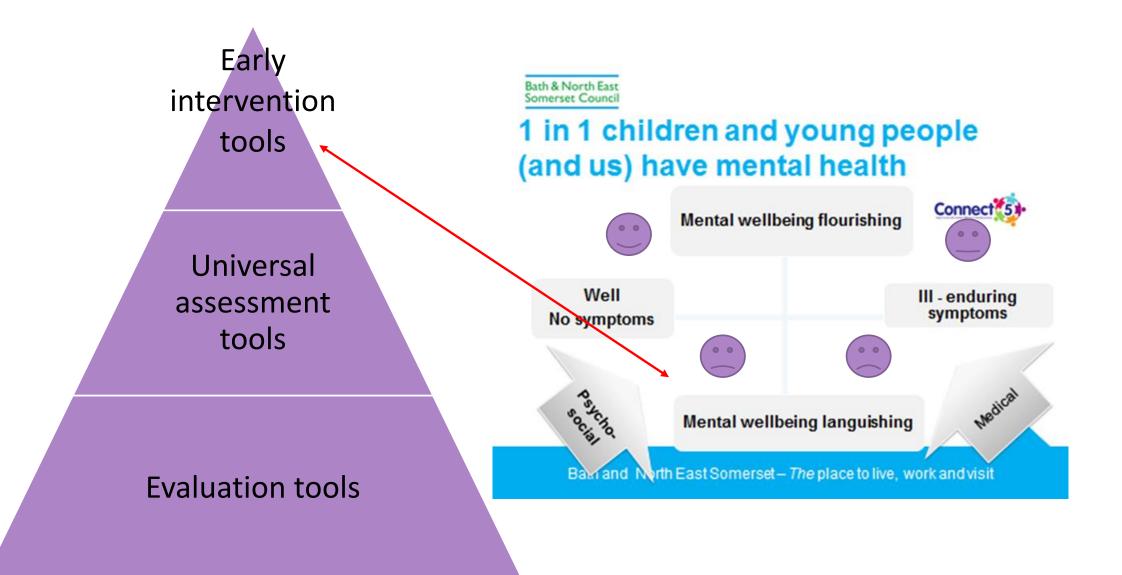
Well No symptoms III - enduring symptoms

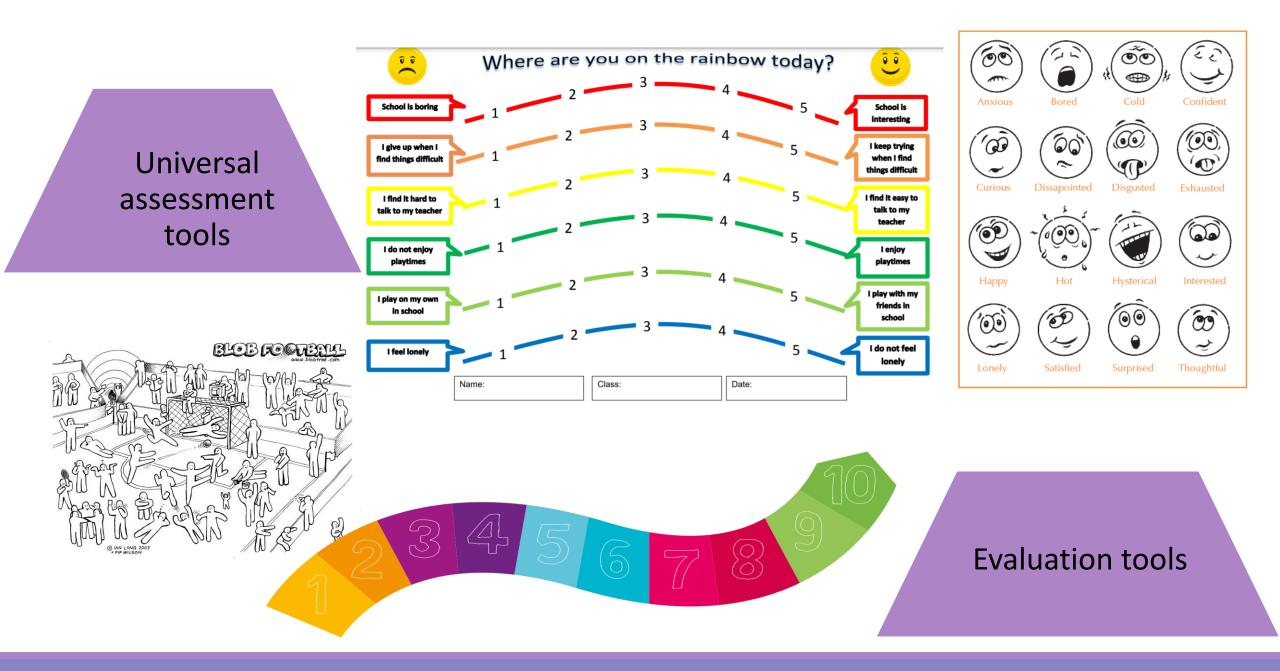
Social

Mental wellbeing languishing

Medical

Base and North East Somerset - The place to live, work and visit





#### 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

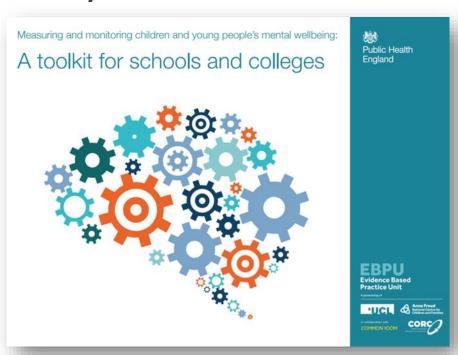
Use with 2 additional cards to explore: Bears, Blobs, SDQ, WMF, SCWS

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.

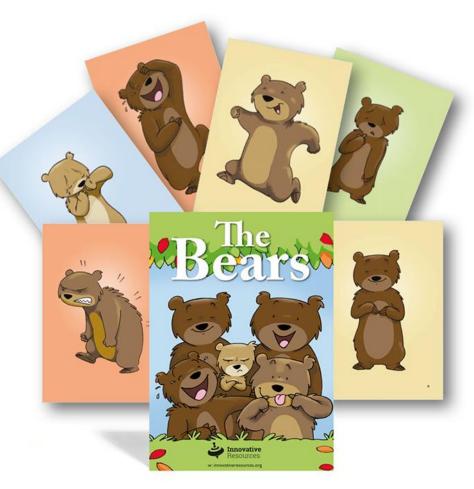
Cross language, literacy, cultural, racial, age and gender boundaries. Use with groups or individuals.

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



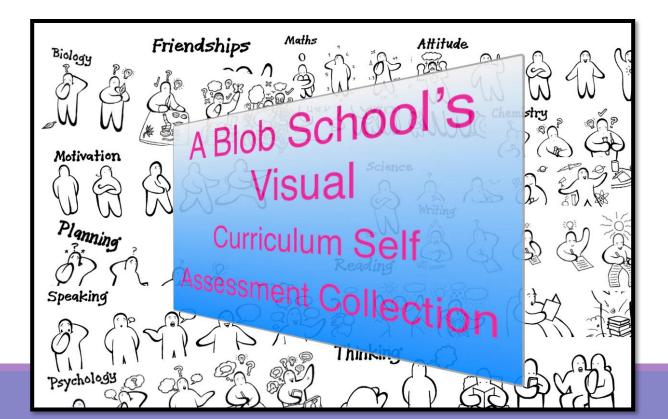
Two packs per class provides a good choice, even when many have been taken.

https://www.blobtree.com/

#### Blobs (secondary/FE)

Blobs - Best with ages 11+.

Explore the blob resources available.



# Which Blob Do You Feel Like Today?

#### 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 Disc			
Strengths and Difficulties Ques  For each item, please mark the box for Not True, Somewhat True or Certainly Iru behaviour over the last six months or this school year.  Child's Name  Date of Birth.	tionnaire		
Child's Name	e. It would help give your answer	us if you answe	red all items as
Date of Birth		ou the pasts of	the child's
			Male/Female
Considerate of ad-			
Considerate of other people's feelings  Restless, owners with	Not True	Somewhat	Certainly
Restless, overactive, cannot stay still for long Often complains of	П	True	True
The state of the s			
Shares readily with other children (treats, toys, pencils etc.)  Often has temper tantrums or box tempers.	<del></del>		
Often has temper tantrums or hot tempers  Rather solitane.	<u>_</u> _		
Journal V. Tends to plant			<del></del>
Generally obedient, usually does what adults request  Many worries, often com-		П	쓹_
Many worries, often seems worried		<del></del>	<del>닏</del>
		<del>-</del>	
Helpful if someone is brurt upset or feeling ill			
stageting or sourming			
This at least one good friend			<u> </u>
Often fights with other children or bulbies them			<u></u>
Often unhapper, described them		<del></del>	
PPy, GOWII-hearted	-		
The state of the s	<del>-</del>		7
distracted concentration			<u> </u>
Nervous or clingy in new riteral			_
Nervous or clingy in new situations, easily loses confidence  Kind to younger children			_
Often lies or cheats			
Dickers			
Picked on or bullied by other children Often polymer	<u> </u>		_
volunteers to help others (-			-
Thinks things out before acting		i	-
Steals from home, school or elsewhere			- 411
Gets on house and or elsewhere	ᆕ		
Gets on better with adults than with other children  Many fears, each content of the content of	<u> </u>		
Sees tasks through to the end, good attention span			
and cance good attention span		<del>-</del>	- 60
ignature			- 80
			-
rent Teacher Other (please specify:)	***************************************		-
Thank you very much for your help			
you very much for your			_

#### (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.

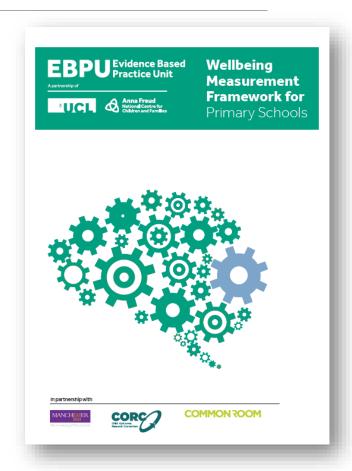
Each booklet contains a set of validated questionnaires that assess constructs such as positive wellbeing, behavioural or emotional difficulties, the presence and strength of protective factors and ability to deal with stress and manage emotions.

**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.

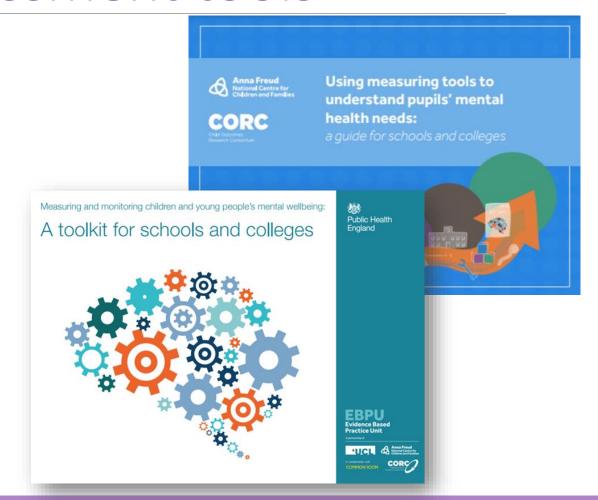
For each one please put a tick in the box which best describes your thoughts and feelings; there are not right or wrong answers.

	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. Wednesday 21<sup>st</sup> September 2022 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)

BSW SMHL training resources Jan 2022 : Wiltshire Healthy Schools

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?



#### A sprinkle of magic to end with....

M MINDFUL

A ACTIVE

G GIVE

I INTEREST

C CONNECT













5 Ways to Wellbeing