

Inspire Partnership Multi Academy Trust
Mental Health and Well Being Action Plan 2020-2021



OBJECTIVE	ACTIONS	RESOURCES	MONITORING	MILESTONE 1	EVALUATED IMPACT
Mental Health and Wellbeing is well led across the Trust	Identify 3 or more mental health champions from all layers of staffing in each academy who will work as a team to support the mental health of staff and pupils	Allocated time to meet regularly to review impact of mental health strategy	QR process Headteacher Meetings	Mental Health team in place in each school All staff know who their mental health team are	
Staff are confident in promoting good mental health practices and feel well supported in their own mental health	<p>Mental health champions access a high level of training that will enable them to carry out their role effectively. This includes: Attending training days with INPUT SERVICES</p> <p>All staff in school have access to a basic level of training to develop their awareness and understanding of mental health and what to do if they have concerns regarding their own or another's mental health. This includes: SH with HT delivering a 1hr twilight in school</p> <p>Key staff in school have access to training of a bespoke nature to support others, themselves and pupils with their mental health. This includes: Accessing training from Trust EP</p> <p>All staff have access to MH and WB training and support through CLASS HR system</p>	<p>CPD packages</p> <p>Online access to CPD</p>	<p>QR process</p> <p>Staff Survey outcomes</p>	<p>Mental health team well trained and able to offer and cascade training to others</p> <p>All staff have a basic understanding of mental health and can refer and self-refer as a result</p> <p>Key staff have further expertise developed through bespoke training such as 'Art Therapy'</p>	
All Trust schools have inbuilt systems to support and promote staff mental health and well being	<p>Appraisal targets are used to promote mental health and healthy ways of working</p> <p>Workload reduction is a regular part of school review and tangible examples of reducing workload can be seen</p>	<p>Staff inset time</p> <p>NQT/RQT time</p>	<p>QR process</p> <p>NQT meetings/RQT meetings</p>	<p>Staff report improved working practices that mean they have improved mental health and well being</p> <p>As a result of improved mental health, staff absence rate improves</p>	

MAT Leads:

Mrs Leah Charlesworth & Mrs Sally Henshall

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	<p>Members of SLT model positive working practices to staff to set the example and promote good mental health</p> <p>Particular support is given to NQTs and teachers early in their career to ensure that they develop good working practices, time management and classroom management leading to good mental health and well being</p>				
All Trust schools have strong systems to identify and support staff who experience MH and WB issues	<p>All Trust schools have identified processes and procedures for confidentially raising concerns regarding an individuals mental Health and well being</p> <p>All Trust schools have a mechanism for staff to confidentially self-refer with issues around their own mental health and well being</p> <p>All Trust schools offer 1:1 support for staff experiencing issues with MH and WB through the SSI package</p>	SSI (Staff Sickness Insurance Scheme)	Trust HR management systems	<p>Staff absence for MH and WB reduces</p> <p>Staff feel well supported to have good MH and WB</p>	
All Trust schools begin to roll out information and training through the curriculum to support pupils with understanding about good mental health	<p>All Trust schools to have a Policy in place outlining how MH and WB will be delivered.</p> <p>All Trust schools to launch and promote MH and WB through 'Themed' days</p>	<p>MH and WB Policy</p> <p>Timetables for 'Themed' Days</p>	<p>QR process</p> <p>Due Diligences</p>	<p>Pupil voice demonstrates an understanding of what good mental health is and ways of promoting good mental health</p> <p>Curriculum plans demonstrate measures taken to promote good mental health</p>	
All Trust schools have clear mechanisms in placed to share MH and WB information and support with parents	<p>All Trust schools share information about MH and WB with all parents</p> <p>All Trust schools have a means of sharing key MH and WB support channels with parents</p>	<p>Times arranged to meet with Parents</p> <p>All information for MH and WB to be displayed on school's web page so parents can access</p>	<p>Registers collated from meetings</p> <p>Power points developed by champions to share with parents</p> <p>Web pages for MH and WB</p>	<p>Meetings are timetabled for parents so they are clear on how MH and WB will be promoted in school and the processed in place for making referrals.</p>	

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	All schools consider MH and WB of parents as a possible factor within any parental interactions such as SEND meetings, Child Causing Concern meetings	When meeting with parents do we have a set proforma which has a standardised item for discussing MH and WB?		All information to be displayed on website. Link shared to all parents via text message/dojo/email	
The Trust has a clear policy in place that promotes good mental health and well being of all staff, pupils and parents and this is applied consistently across all academies	Trust MH and WB team to draft MH and WB policy for all schools HT to review and agree policy wording All schools to adopt and fulfil Trust policy	Meeting time	HT meetings	Policy in place and agreed by all Trust schools	

Links/Resources:

<https://www.groveleapprimary.com/mental-health-and-well-being/>



Mental Health Audit.docx



Mental Health and Well Being 2018.docx

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