

HNS First Aid at Work - Mental Health

Relevant documents which already exist

Jackie's notes: [W Notes for meeting 22.11.24.docx](#)

[Workload and wellbeing doc](#)

[Workload recommendations checklist](#)

[Mental Health Action Plan 2024/25](#)

Key message from HNS update:

Conduct a Comprehensive First-Aid Needs Assessment: Evaluate both physical and mental health risks present in the school environment. This assessment should consider factors such as the presence of students or staff with known mental health issues and the overall mental well-being of the school community.

Train Staff to Recognise and Respond to Mental Health Issues: Beyond traditional first-aid training, it's beneficial to have personnel trained to identify and understand symptoms of mental ill health. These individuals can provide initial support and guide affected persons to appropriate professional help.

Inform the School Community About Mental Health Support: Clearly communicate the mental health support structures in place. This includes informing students, staff, and parents about who is trained to assist with mental health concerns and the types of support available. Displaying this information prominently within the school can enhance awareness and accessibility.

Ensure Adequate First-Aid Provision for Mental Health: Based on the needs assessment, determine the appropriate level of mental health first-aid provision. This may involve training existing first-aiders in mental health support or appointing dedicated mental health first-aiders.

Support	Evidence	Agreed Action - who and when	Progress notes and success measures
Embed a mental health lead with responsibility for staff well being	<p>Trudi is the senior mental health lead - 5 day course completed July 2024</p> <p>Staff training on mental health Term 2</p> <p>Mental Health and well being has been added to the behaviour cycle</p> <p>Reviewing of practices when a pattern is spotted on SHEassure</p> <p>Role and responsibilities shared with staff in Mental Health and safeguarding training</p>	<p>Would a poster be helpful?</p>	
Measure and monitor staff wellbeing and implement learning	<p>Staff well being days (see doc)</p> <p>Behaviour/class team briefings and meetings</p>	<p>Survey Molly Survey - https://forms.office.com/Pages/ResponsePage.aspx?id=MPFe9CHlpUatQeVILdzs42QQBpdIkEdEvgyF85EmV2IUN0M5UjlZNEdMQ0tVUTZKSkhCNkJYQU5CSi4u</p>	
Develop a staff well being policy	<p>Positive Mental health and wellbeing Policy written in October 2023 by Trudi</p>	<p>Needs updating and adding to governors for December 2024</p> <p>Mental Health Poster to be created</p>	

		Key points to be added to the staff handbook	
Promote an open, inclusive culture and ethos	<p>Safe spaces protected for staff HR department and SLT open door policy</p> <p>RSHE curriculum has mental health content</p> <p>Senior leaders model good work life balance</p> <p>See well being doc for further examples</p>	More opportunities for governors to ask regarding staff well being and mental health - governors meetings and monitoring	
Provide a supportive physical environment	Protecting the staff space for staff only - written in the action plan	Have we got enough staff space for comfort?	
Offer supervision and reflective space opportunities	<p>Supervision and reflective practice is in the behaviour cycles</p> <p>Use of Occupational Health</p> <p>Donna - counselling</p>	<p>Supervision or something needed for Molly and Debbie</p> <p>Molly/Debbie to complete First Aid Mental Health Qual</p>	
Promote work-life balance	<p>See workload doc</p> <p>Workload recommendations</p>		
Provide mental health and wellbeing training		Mental Health training to be part of the training calendar cycle each year	
Identify and	We have PAM ASSIST and other support which	Mental Health Poster with key	

signpost appropriate support	HR promote more than others	contacts and signposting	
Recognise and celebrate staff contributions and achievements	Thank yous Social events termly Well being team events		