

Luddenham's Mental Health and wellbeing Action Plan

This is to be used to outline your current school needs and priorities for leading and developing a mental health strategy. It should be created using the emerging needs from your initial audit. The eight evaluation areas are the suggested learning outcomes from the DFE guidance. You will need to reflect on your progress towards this action plan with your coach.

- 1. Leadership and Management**
- 2. Identifying need and monitoring impact of interventions**
- 3. Targeted support and appropriate referrals**
- 4. Staff development**
- 5. Creating an ethos and environment**
- 6. Enabling the Student Voice**
- 7. Working with parents, families and carers**
- 8. Curriculum, teaching and learning**

Action	Create a survey for staff to establish their feelings about how their mental health is supported by the school currently		
Which outcome?	Creating an ethos and environment	Who will lead?	Senior Mental Health Lead
What further support or guidance will you required?	Need to remind myself how to use Survey Monkey to collect the results Need to book a date in a staff meeting to launch the survey and explain the rationale behind it		
How will you share this with the wider school community?	Staff meeting/ include in weekly staff bulletin as a reminder		
How will you measure the impact of this action?	We will collect the data from this and produce a summary document. We will then use this to create a staff mental health action plan for my school and share with the leadership team.		
What are your next steps for this action? (SMART Goal)	We have completed two staff surveys over the past 2 years, but will do this again, making improvements to the questions to improve the results to be more focused.		

Action	Develop the staff team knowledge and skills regarding mental health		
Which outcome?	Leadership and management	Who will lead?	SMHL
What further support or guidance will you required?	Fact find current understanding regarding supporting mental health of staff Assign relevant training to be completed in PLMs		
How will you share this with the wider school community?	Staff meeting (PLMS) INSET day time possibly		
How will you measure the impact of this action?	Survey results and use to help plan relevant CPD for staff		
What are your next steps for this action? (SMART Goal)	We currently have created a staff working party. Staff have had some training about anxiety from the EWT, but we are exploring opportunities for mental health first aid for staff.		

Action	Monitor the effectiveness of interventions		
Which outcome?	Identifying need and monitoring impact of interventions	Who will lead?	SENCO/ SMHL
What further support or guidance will you required?	What are the current interventions? How do we measure their impact? Is it effective? How do we know?		
How will you share this with the wider school community?	Discussions with current FLO and SENCO regarding monitoring impact.		
How will you measure the impact of this action?	Able to demonstrate the impact of the interventions clearly and robustly to inform next steps for pupils		
What are your next steps for this action? (SMART Goal)	We monitor interventions termly and adjust support accordingly, but it remains a focus of the school to continue to monitor all and any interventions as we want the impact to be the best it can be.		

Action	Develop further understanding of the local services available to use as a school for our young people and staff		
Which outcome?	Targeted support and appropriate referrals	Who will lead?	FLO / DSLs/ SMHL
What further support or guidance will you required?	Where to go to find this information. Meeting with the new Emotional wellbeing teams could help? Feb/June 23 meetings		
How will you share this with the wider school community?	Possible whole school newsletters, website, or individual contact as depends on need.		
How will you measure the impact of this action?	Young people are getting the help they need		
What are your next steps for this action? (SMART Goal)	We continue to work with the EWT team and publish the help that they offer. Will survey parents to see what support they want.		

Action	Role model and discuss how to have a conversation about mental health with others.		
Which outcome?	Community are confident with how to approach conversations about MH	Who will lead?	SMHL
What further support or guidance will you required?	Training support? Creative website? EWTs?		
How will you share this with the wider school community?	Staff meeting time		
How will you measure the impact of this action?	Observation/ Discussions with staff. Possible survey if appropriate		
What are your next steps for this action? (SMART Goal)	To create webpage to capture key messages and help to signpost parents		

Action	Continue to develop ethos and environment regarding mental health in school		
Which outcome?	Embed an ethos and environment	Who will lead?	SMHL
What further support or guidance will you required?	Examples/ discussions with other SMHL/ Schools on what this could look like. Gathering ideas from pupils on what they want		
How will you share this with the wider school community?	Children's mental health week, use of PSHE lessons, use of display accessible for whole school. Possible flow chart of signposting children – Assemblies		
How will you measure the impact of this action?	Discussions with pupils – does it meet their needs?		
What are your next steps for this action? (SMART Goal)	Continue to involve the voice of the pupils through PLT meetings		

Action	Develop a bank of resources for young people		
Which outcome?	Children have relevant resources available to them that are accessible when needed	Who will lead?	SMHL/ DSLs
What further support or guidance will you required?	Examples/ discussions with other SMHL/ Schools on what this could look like. Gathering ideas from pupils on what they want – Colour monster focus and resources		
How will you share this with the wider school community?	Section in the library? Own area in school? Snug?		
How will you measure the impact of this action?	Discussions with pupils – does it meet their needs?		
What are your next steps for this action? (SMART Goal)	Continue to build available resources		

Action	Development of parent engagement regarding children’s mental health		
Which outcome?	Parents have the knowledge and understanding of where to go or how to start helping their child	Who will lead?	SMHL
What further support or guidance will you required?	What do parents want? Survey?		
How will you share this with the wider school community?	Collect data, share responses and actions from this with stakeholders. Section on Website?		
How will you measure the impact of this action?	Feedback from parents		
What are your next steps for this action? (SMART Goal)	Create website – About Us section		

Action	How does our curriculum support young people's mental health development and does staff knowledge support this?		
Which outcome?	Improved staff knowledge and clear links within curriculum	Who will lead?	DHT (Curriculum lead)
What further support or guidance will you required?	Fact find current provision. What more is needed? How do we know? What do our children need? Audit staff's current knowledge as above		
How will you share this with the wider school community?	Curriculum map on website – Clear links		
How will you measure the impact of this action?	Monitoring in various ways e.g. pupil voice, learning walks, displays, books		
What are your next steps for this action? (SMART Goal)	Continue to review curriculum plans and delivery.		