



Positive Mental Health Policy

**2025/26
Academic Year**

SLT Owner	Angela Tombs
Department Area	Student Support Services
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Date of Approval	October 2025
Approved by	College Executive
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 The Sandwell Colleges	POLICY Positive Mental Health Policy 2025/2026 Academic Year	Number	
		Page	1 of 5
		Version	1

Policy Statement:

Mental health is a state of well-being in which every individual realises their 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 our College, we aim to promote positive mental health for every member of our staff and student body. We pursue this aim using both universal, whole College approaches and specialised, targeted approaches aimed at vulnerable students. In addition to promoting positive mental health, we aim to recognise and respond to mental ill health.

Scope:

This document describes the College's approach to promoting positive mental health and wellbeing. This policy is intended as guidance for all staff including non-teaching staff and governors. This policy should be read in conjunction with our Safeguarding Policy; Self Harm and Suicidal Behaviour; Fitness to study; Health Safety and Welfare Policy; Additional Needs Policy

The Policy Aims to:

Promote positive mental health in all students by:

- Increase understanding and awareness of common mental health issues
- Alert staff to early warning signs of mental ill health in their learners
- Provide support to staff working with young people with mental health issues
- Provide support to students suffering mental ill health and their peers and parent/guardians/carers

Lead Members of Staff:

Whilst all staff have a responsibility to promote the mental health of students. Staff with a specific, relevant remit include:

- Emma Brannen – Executive Lead
- Paul Smith - Designated Safeguarding Lead
- James Blunt- deputy Safeguarding Lead Cadbury College
- Angela Tombs- Assistant Principal
- Mark Salter- Head of Centre
- Martin Smith- Health and Safety Lead
- Amie Bamford- Assistant Director

ISSUE	1	2	3	4	5	6	7	8
DATE	10/2025							

Mental health Concerns about a student's mental health may initially be shared and supported by: Assistant Principal of Student Services; Mentors; welfare; PAMs; mental Health first aiders; safeguarding- these professionals will be able to advise and signpost to appropriate support, more serious concerns such as self-harm or suicide attempts- will require safeguarding intervention. See Safeguarding and Suicide and Self Harm Policy.

Teaching about Mental Health:

The skills, knowledge and understanding needed by our students to keep themselves and others physically and mentally healthy and safe are included as part of our developmental Tutorial curriculum and embedded within teaching, learning and assessment where relevant.

The specific content of tutorials are bespoke to the specific needs of the cohort we're teaching but there will always be an emphasis on enabling students to develop the skills, knowledge, understanding, language and confidence to seek help, as needed, for themselves or others. Additional specialist talks will be provided during the year. Students also have access to the Health Assured App which has useful well-being resources and allows them to access 24-hour counselling services.

We will ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner which helps rather than harms.

The student well-being site is also a good source of information and can be easily accessed via the Student Central site on a computer or through the app on a mobile phone.

Physical wellbeing:

- Promoting physical activity
- Supporting and promoting the benefits of a healthy, balanced diet and lifestyle

Signposting:

We will ensure that staff, students and parent/guardians are aware of sources of support within College and in the local community. We will display relevant sources of support in communal areas and the student portal/ wellbeing site and will regularly highlight sources of support to students within relevant parts of the curriculum.

Whenever we highlight sources of support, we will increase the chance of student help-seeking by ensuring students understand:

- What help is available
- Who it is aimed at
- How to access it
- Why to access it
- What is likely to happen next

ISSUE	1	2	3	4	5	6	7	8
DATE	10/2025							

 The Sandwell Colleges	POLICY Positive Mental Health Policy 2025/2026 Academic Year	Number	
		Page	3 of 5
		Version	1

Warning Signs:

College staff may become aware of warning signs which indicate a student is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the safeguarding team or our mental health and emotional wellbeing lead. Possible warning signs include, but are not exclusive to:

- Physical signs of harm that are repeated or appear non-accident Changes in eating / sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Lowering of academic achievement
- Talking or joking about self-harm or suicide
- Abusing drugs or alcohol
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Lateness to or absence from school
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Managing disclosures: should be managed according to the College safeguarding policy:

[Safeguarding Policy \(Including Prevent Duty\) 2025 – 2026](#)

[Safeguarding Policy \(Annexes\) 2025 – 2026](#)

ISSUE	1	2	3	4	5	6	7	8
DATE	10/2025							

 The Sandwell Colleges	POLICY Positive Mental Health Policy 2025/2026 Academic Year	Number	
		Page	4 of 5
		Version	1

Working with All Parent/guardians:

Parent/guardians are often very welcoming of support and information from the school about supporting their children's emotional and mental health.

In order to support parent/guardians we will:

- Highlight sources of information and support about common mental health issues in newsletter to parent/guardians
- Ensure that all parent/guardians are aware of who to talk to, and how to get about this, if they have concerns about their own child or a friend of their child: support information on website; contact from tutors, PAMs etc
- Make our mental health policy easily accessible to parent/guardians
- Share ideas about how parent/guardians can support positive mental health in their children through our regular information evenings: e.g. Hope Virgo Anorexia talk
- Keep parent/guardians informed about the mental health topics their children are learning about in PSHE and share ideas for extending and exploring this learning at home

Supporting Peers

When a student is suffering from mental health issues, it can be a difficult time for their friends. We want to ensure a college culture of awareness around mental health and how a student can get support for themselves or peers: this is reinforced in tutorials, the promotion of the Health Assured Wisdom App, Student Wellbeing site and Mental Health First Aiders, Safeguarding, Welfare, mentor and counselling support QR code referral system.

Training

As a minimum, all staff will receive regular training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep students safe.

We will host relevant information on our virtual learning environment for staff who wish to learn more about mental health. Training opportunities for staff who require more in-depth knowledge, such as mental health first aid, will be considered as part of our appraisal and additional CPD will be supported throughout the year where it becomes appropriate due developing situations with one or more students. Where the need to do so becomes evident, we will host twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health.

Policy Review

This policy will be reviewed every 3 years as a minimum. Additionally, this policy will be reviewed and updated as appropriate on an ad hoc basis.

ISSUE	1	2	3	4	5	6	7	8
DATE	10/2025							