



## School Mental Health Award Final Assessment Validation Report

**School:** Rokeby School

**School Lead:** Iandeep Virk

**Coach:** Pamela Weeden

**Date:** 24<sup>th</sup> July 2021

Competency	Statements as Assessed by the School
Leadership and Strategy	Embracing
Organisational structure and culture - staff	Embracing
Organisational structure and culture - pupils	Excelling
Support for staff	Embracing
Professional development and learning	Embedding
Support for pupils	Excelling
Working with parents and carers	Excelling
Working with external services	Embracing



Rokeby School has presented a wide-ranging profile of evidence that demonstrates they are embracing or excelling across the competencies of the School Mental Health Award, with some strong, well-developed practice in school and some examples of significant impact on a range of stakeholders. The school has used the framework and content of the Award to good effect to develop their mental health and wellbeing strategies, structures and practices.

MHWB is embedded into the ethos of the school. Leaders place a high value on MHWB and drive this from the top; this means that MHWB is woven into the strategy. Alongside being included in the school development plan, MHWB is now included in key policies and is a constant item on meeting agendas. The MH Lead reports into Governors on a termly basis; he works closely with the Governor with responsibility for MHWB, who, through a role in the NHS and experience working in Broadmoor, brings professional expertise to the role. Governors are effective in holding leaders to account for reaching what has been promised. A strong emphasis is placed on accessing staff voice and in seeking feedback; this is used to help inform action and provision. There is a focus on continuous improvement rather than a static approach. There is an emphasis on maintaining a positive work life balance and as such, systems are implemented to ensure staff do not have to deal with emails over the weekend or in the evenings, and most work is completed in reasonable hours. Two-week turnaround times on marking and assessments mean that there are no unrealistic expectations placed on staff; during the last year and through the pandemic, staff have been encouraged to leave school earlier (by 4:15pm) as a measure to alleviate some of the additional stress. There is a robust package of support in place for staff including a dedicated email through which concerns can be raised, access to support via the Schools Advisory Service and a range of wellbeing activities through the Wellbeing Platform by Hay Education; these include yoga, mindfulness, relaxation etc. Alongside these, the MH lead provides support where it is needed. The varied support channels, the focus on listening and responding to feedback mean that there is an openness around mental health and wellbeing within the school culture. People are not afraid to talk with honesty and feel able to ask for help.

With respect to the curriculum, MHWB are embedded and explicitly taught; specific time is planned in for the teaching of MHWB related lessons. The school uses Philosophy for Children as a vehicle to explore issues around MHWB, which has contributed to the children developing robust levels of knowledge, understanding and awareness on themes such as visible and non-visible disability, challenging stigma and general mental health awareness. Alongside regular embedded curriculum features such as MHWB assemblies, taught lessons, Thought of The Day and skills-based links, the school also embraces themed weeks such as mental health Awareness week. Pupils develop strong levels of emotional literacy and can express their emotions with openness and confidence. Likewise, pupils know it is okay not to be okay and are more adept at noticing how others may be feeling as well as themselves. For pupils that are experiencing difficulties, there are a range of interventions, which are monitored closely by staff for impact and effectiveness. The school also works closely with a range of external agencies and practitioners to support the work of the pastoral team in order to ensure the needs of pupils are met effectively; these include a counsellor, Headstart, a CAMHS worker and an Education Mental health practitioner. There are robust referral pathways and procedures in place, which ensure that from initial concern through to implementation the emphasis is on ensuring the correct form of support is put into place. Pupil voice is also highly valued and there are various channels in place to seek feedback as well as gather data on pupil wellbeing. There is evidence to show leaders value the feedback they receive and are quick to respond; for example, action was taken after concerns were raised as to the safety of an old drinking fountain during Covid.



Leaders have the school as a whole work hard to foster positive relationships with parents and carers in the interests of supporting positive MHWB as well as increasing understanding, knowledge and awareness. There are staff available in school to interpret for parents, an improved website has increased accessibility whilst coffee mornings held throughout the year help to build communication and establish good relationships. The pastoral team work solely with parents for children working through the various intervention programmes whilst the MH lead and DHT support staff in having some of the more challenging conversations regarding MHWB. There is also training available for parents, which has been very well received.

With respect to outreach and the wider work at cluster and local level, the school has worked with other schools across Newham NED talks on mental health awareness; the audience included the Mayor of Newham as well as over 400 students. As part of this process, 10 pupils worked alongside another school to deliver a specific element. Alongside this, the school has also been supporting the Oasis Academy in developing their MHWB and has shared ideas and good practice as part of the Headstart online wellbeing sessions.

It is evident that leaders and the staff are firmly committed to the development and integration of MHWB into all aspects of school life; likewise, leaders are clear as to what is needed to develop further and there is a clear vision in place for school with respect to further growth. For example, there are plans in place to introduce and embed supervision. I have no hesitation in concurring with the self-assessment made by the school and recommend Rokeby School is awarded the Carnegie Centre of Excellence for Mental Health in Schools Award at Silver level.

Pam Weeden  
Coach/Verifier  
School Mental Health Award  
24<sup>th</sup> July 2021



## Competency profiles provided by the school.

Leadership and Strategy	
The school has a named senior lead for mental health of pupils and staff	Y
The school has a named Governor for mental health of pupils and staff	Y
Governors understand, embrace, and lead the ethos and business case for a comprehensive mental health and wellbeing approach within the school	4
Governors hold school leaders to account for the mental health of staff and pupils	4
Senior Leaders develop and implement the strategies and structures needed to improve mental health in the school	4
Staff have mental health as a core part of their job description and role requirements	3
Leaders' performance management includes a focus relating to mental health	3
The school has a range of robust staff-focussed policies that support mental health which were developed in consultation with all staff groups and leaders and approved by Governors	4
The school has pupil-focussed policies that support good mental health that were developed in consultation with staff, pupils and parents and approved by governors.	4
Senior leaders use regular reports and updates including data about the mental health of staff and pupils to implement future actions, channel resources and commissioning external agencies	4

Organisational Structure & Culture - Staff	
The school is a positive working environment where staff feel safe and supported to be and do their best and to share concerns which affect their mental health	4
Leaders regularly consult with a range of employees from across the school to gain informal and formal feedback on stress-related issues and how to improve and support mental health and wellbeing	4
Communication protocols are well established and adhered to e.g., restrictions on unnecessary emailing in evenings, overnight and weekends	4
Workload expectations are made explicit and are well managed, such as marking & assessment, hours in school, working at home	4
Staff self-care is encouraged	5
Senior leaders model the expectations they have of all staff to promote good mental health	4
All staff in school are responsible for the health and wellbeing of themselves and promoting that of others	
The norms of professional dialogue are developed, and positive language is modelled and used by all staff	4
A culture of tolerance, trust and openness is developed	3
Stigma regarding mental health and support for individuals and groups is challenged	5
Job flexibility is supported where possible within a secure business case	3



<b>Organisational Structure &amp; Culture -Pupils</b>	
The school values, acknowledges and utilises knowledge and expertise of staff, parents and professionals working with the school with regards to mental health and wellbeing	4
Strategies that promote and develop mental health and wellbeing are embedded in the curriculum and is designed to meet the needs of the pupils specific to their social and emotional needs and developmental age	4
The school has clear strategies which are understood by pupils, school staff and parents to support pupils whose mental health is a cause for concern	4
The school has clear strategies on how to support the mental health and wellbeing of pupils with special educational needs, disabilities, disadvantaged and vulnerable children	4
The school ensures that pupils expressing concerns are listened to	4
The school has clear pathways and provisions available to discuss mental health concerns, managing student difficulties and create strategies with follow ups	
Talk about mental health is normalised, any stigma is challenged by creating a culture of empathy and openness through an ongoing forum of discussion and exploration	5
The school promotes of positive and healthy relationships amongst pupils, staff and with parents	4
Pupils are engaged through encouraging pupil voice, authentic involvement in learning, decision making and peer-led approaches.	5

<b>Support for Staff</b>	
A comprehensive staff health and wellbeing offering supports staff mental health	4
The school consistently works towards reducing the stressors that affect staff mental health	4
School has clear pathways to staff support which are understood by all colleagues	4
Access to coaching and counselling is available and encouraged where deemed helpful	
Staff are encouraged and supported to establish and participate in activities that foster good mental health and wellbeing, based on sound evidence of their impact	4
Successes are regularly acknowledged and celebrated	4



<b>Professional Development &amp; Learning</b>	
The school has a proportion of staff trained in Mental Health First Aid for adults appropriate to the size of the staff cohort	
The school lead for mental health and other key staff are trained in evidence-based, and preferably professionally accredited mental health and wellbeing training, appropriate to the age group of the pupils in their school	3
The school's named Governor for mental health has training which develops understanding of mental health and wellbeing in schools for pupils and staff and the role of the Governing Body in supporting good mental health	3
All Governors access professional development opportunities to develop their understanding skills in mental health linked to the role of the Governing Body	3
Staff CPD relating to pupil and staff mental health is aligned to clearly defined, expected outcomes which set out the mental health requirements for their role	4
All staff access professional development opportunities to develop their skills in pupil mental health and wellbeing	4
Staff are able to develop their understanding and practice in adult mental health, wellbeing, and self-care through effective CPD opportunities and act as role models for pupils	4
Staff have access to information and have the opportunities to develop their practice in relation to new challenges posed by information technology and social media such as cyber bullying	3
All teaching and associate staff have been trained and have a broad understanding of mental health issues and promoting wellbeing in pupils appropriate to the age of the children in the school	3
NQTs and all new staff complete an induction programme which ensures they have the understanding and skills expected of all staff in the school with regards to mental health	4
All staff mental health CPD is underpinned by evidence and expertise, aligned to DfE CPD standards	4
Staff feel supported to take forward any new learning from training into their practice	3



Support for Pupils	
Mental health and wellbeing are embedded in the curriculum with supporting activities including assemblies, focus days, lessons and other events where mental health, wellbeing, social and emotional skills, attitudes, and values are explicitly taught by well trained and enthusiastic teachers using positive, experiential, and interactive methods and resources. This learning is integrated into the mainstream processes of school life	5
Pupil wellbeing is developed through implicit methods of teaching and learning such as: emotional literacy, character strengths, values, virtues, resilience, and self-awareness	5
Relationships within the school are positive providing a nurturing, safe and supportive environment which creates a sense of belonging for pupils	5
Pupils understand and can express a range of emotions and are able to share their emotions and ask for help to support their emotional awareness	5
Pupils feel able to disclose incidence of bullying and any form of discriminatory behaviours, they feel their worries and concerns are heard, respected, and taken seriously by staff	4
Staff respond wisely to 'challenging' behaviour, both responding actively with clear consequences and also understanding its deeper roots, taking opportunities to model and teach positive alternatives	4
Pupils know how to ask for support, and this is followed up by staff	4
There are clear internal referral procedures, understood by all staff, to ensure timely and appropriate support is sourced and accessed for pupils in need	5
Evidence based mental health support services are provided and accessed which draw on a sound understanding of child and adolescent development, such as: drop ins, mentoring, coaching, counselling, pastoral support, mindfulness, self-awareness, empathy, and resilience building interventions and wellbeing skills workshops group, peer support, mindfulness, self-awareness, empathy, and resilience building interventions and wellbeing skills workshops	4
Where pupils experience mental health difficulties, clear plans and pathways to specialist support exist, using a coherent teamwork approach, including in the involvement of outside agencies such as CAMHS, school nurse or GP. Help is rooted within the school environment	4
Displays and posters provide various information on evidence based mental health support and how to improve wellbeing such as self-help booklets, library books and other media resources	5
Effective early intervention support is provided and evaluated	4
Physical activity and relaxation activities are on offer that improve wellbeing	5
If peer mentoring is used, those who serve as peer mentors have training and a support structure which they can use if needed	5
Pupils are involved in the design of mental health and wellbeing initiatives and are encouraged to give feedback and provide new ideas	4
Achievements and successes of students are recognised and celebrated	5



<b>Working with Parents and Carers</b>	
The school ensures a non-judgemental, warm, and welcoming environment exists for parents/carers	5
Parents have access to school mental health and wellbeing policies	5
Effective relationships with parents/carers are fostered and maintained	5
The school is committed to continuously improving parental communication	5
Parents have access to staff or mental health professional/s if they have concerns about their child's mental health	5
Parents are encouraged to be actively involved in the life of the school	5
Parents are involved in interventions that supports their children's mental health and wellbeing	5
Any stigma shown by parents about mental health is handled sensitively yet firmly	4
The school provides learning, guidance, and support for parents to help them:	4
The school has effective strategies in working with all parents/carers	4
Systems are in place that ensures parents/carers are regularly updated on their child's progress as well as any concerns that may exist	5
Parents share their views on how to develop the wellbeing of the school	4
Support, signposting, and referrals are made for parents who require support with their own mental health or support in their relationships with their children	4

<b>Working with External Stakeholders</b>	
Staff understand the clear referral procedures to access timely external services appropriate to the needs of pupils with escalating or long-term mental health difficulties	4
The school has developed strong links with CAMHS and other agencies ensuring regular two-way communication, support, and guidance	4
School leaders are shaping local children's mental health policy and services	4
The school is up to date with new legislation and DfE guidance	4
The school is aware of local agencies and organisations which offer mental health support services	4
Specialist organisations work with the school to develop the mental health and wellbeing of staff, children, and parents	4
The school is aware of and builds relationships with local community projects, voluntary organisations, and networks	3
Due diligence is carried out prior to engaging any external agency / professional providing mental health services to pupils. This involves understanding the evidence base for their proposed work, their qualifications, recent training/CPD, obtaining references, knowledge of their professional body, their supervision structure (including the name and qualifications of their supervisor), who you should complain to regarding any concerns. In addition, the school will carry out their usual safeguarding checks	4
Comprehensive Service Level Agreements are in place which clarify roles and responsibilities and reduce risks. Amongst other things, this will make clear the services being provided, the tools and methods used, issues around confidentiality, how outcome data will be recorded and evaluated and how feedback will take place	4
The school ensures robust quality assurance for all external mental health and wellbeing provision taking place, which is reported and evaluated at senior and governor level	4

