

Learner Friendly Positive Mental Health and Wellbeing Policy

2026 - 2027

‘Because Children Deserve Better’

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1. Policy statement

Everybody has mental health, and good mental health is just as important as physical health. At Pivot, our aim is to promote positive mental health for all learners and staff for them to feel safe, supported and respected. We use a mix of whole school approaches and specialised, targeted approaches aimed at groups as well as with individual sessions when needed. It is important to us that we help you:

- Learn how to look after your own positive mental health
- Increase your understanding and awareness of common mental health issues
- Recognise early warning signs of mental ill health
- By providing support to staff working with young people with mental health difficulties
- By promoting physical activity and resilience

2. Equality, diversity and inclusion

At Pivot, we believe that everybody has the right to feel safe, valued, respected and supported. Pivot recognises that mental health can affect people in different ways and that some learners may face additional barriers when accessing support. We are committed to ensuring that all learners can access support for their mental health and wellbeing regardless of their:

- Age
- Disability or additional needs
- Race, ethnicity or culture
- Religion or belief
- Sex or gender
- Gender identity
- Sexual orientation
- Family circumstances
- Socio-economic background

Pivot will treat all learners fairly and with dignity, listen to their views, and make reasonable adjustments where needed to ensure support is accessible and effective. We celebrate diversity and actively challenge discrimination, bullying, prejudice and stigma relating to mental health. Pivot want every learner to feel included, understood and confident to seek help when they need it.

Learner promise

You will be listened to, treated with respect, and supported without judgement. Your background, identity, beliefs or personal circumstances will never prevent you from receiving help and support for your mental health and wellbeing.

3. Lead members of staff

Whilst all staff will help with the mental health of learners, staff with a specific responsibility are:

Across all sites:	Lisa Eagleton
Leeds:	Amii Jennings
Kirklees:	Oliver Roberts
Pivot 6:	Pete Foster
POP:	Vic O'Donnell

Any member of staff who is worried about your mental health or wellbeing will talk to the nominated mental health person in the first instance and get some advice on how best to help you. If there is a worry that you are in danger of immediate harm, then our safeguarding procedures will be followed. If there is a medical emergency then we will follow the normal procedures for medical emergencies, including alerting the first aid staff and contacting the emergency services if necessary

4. Teaching you about mental health

The skills, knowledge and understanding you need to keep yourself and others physically and mentally safe and healthy are included as part of our Personal, Social and Health Education curriculum.

Pivot will help you to develop the skills, knowledge, understanding, language, and confidence to seek help for yourself and others. We invite specialist speakers into school and take you on visits to help improve your understanding.

Online safety and digital wellbeing

Mental health and online activity are strongly linked for many young people.

Pivot will help you stay safe online and understand how social media, gaming, messaging and internet use can affect your wellbeing and mental health.

We understand that mental health difficulties can affect attendance. Where this happens, we will work with you and your family to identify appropriate support and reduce barriers to engagement.

As a school we will offer you opportunities to talk and think about mental health and well-being issues. This may be at an individual, group or whole school level.

5. Helping you get help

We will make sure that you are aware of sources of support within school and in the local community. Our displays around school will have relevant sources of support and will regularly highlight sources of support for you. We will help you understand:

- What help is available
- Who it is aimed at

- How to access it
- Why to access it
- Sources of Help
- Childline: 0800 1111
- Kooth: www.kooth.com
- Kirklees Keep in Mind MHST
- Children's Services (Kirklees and Leeds)
- Police (101)

6. Recognising when someone may need support

Everyone experiences ups and downs in their emotional wellbeing. Sometimes you may experience challenges that affect how you think, feel or behave.

It is important to remember that these signs do not always mean someone is experiencing a mental health difficulty. However, they may indicate that someone needs to listen, understand their experiences and provide support. Staff will always respond with care, compassion and curiosity, seeking to understand what may be affecting your wellbeing rather than making assumptions.

Changes that may suggest a learner needs support can include:

- Becoming withdrawn or isolated from friends, family or activities they usually enjoy
- Changes in mood, such as appearing unusually sad, anxious, irritable, angry or distressed
- Difficulties concentrating, engaging in learning or completing tasks
- Increased absence, lateness or reluctance to attend school
- Changes in sleep patterns, energy levels or personal care
- Expressing feelings of hopelessness, worthlessness or low self-esteem
- Taking unusual risks or making choices that may place themselves or others at risk
- Changes in appetite or physical wellbeing
- Increased emotional reactions or difficulty managing emotions
- Talking about wanting to harm themselves or expressing thoughts about not wanting to be here
- Experiencing difficulties within friendships, family relationships or social situations
- Any significant change in behaviour, appearance or presentation that causes concern

It is important to remember that these signs do not always mean someone is experiencing a mental health difficulty. However, they may indicate that a learner needs someone to listen, understand their experiences and provide support.

If you notice any of these changes in yourself or a friend, you do not have to deal with it alone. Talk to a trusted adult at Pivot. We are here to listen, support you and help you access the right support when you need it

7. When you talk to us about your mental health

Remember that we are here to help you. When you talk to us about your own mental health or that of a friend, the member of staff's response will always be calm, supportive, and non-judgemental.

Staff will listen rather than advise and our first thoughts will be about your emotional and physical safety rather than of exploring 'Why?'.

8. Confidentiality

We will always be honest with you about confidentiality. We cannot and will not keep a secret. If it is necessary for us to pass our concerns about you on, then we will talk to you about:

- Who we are going to talk to
- What we are going to tell them
- Why we need to tell them
- We may ask you to be present when we are sharing the information that you have shared

Ideally you will give us your agreement to share the information, though there are certain situations when information must always be shared with another member of staff and/or a parent/carer. We will not gossip about you or treat you differently.

9. Supporting each other

When a learner is suffering from mental health issues, it can be a difficult time for their friends. Friends often want to support and may not know how.

Additionally, we will want to highlight with your friends:

- Where and how to access support for themselves
- Safe sources of further information about their friend's condition
- Healthy ways of coping with the difficult emotions they may be feeling

10. Working with parents/carers

Where it is deemed appropriate to talk to your parents/carers, we will be considerate and sensitive in our approach. Before talking to parents/carers we will consider the following questions:

- Can we have a face-to-face meeting with the parent/carers?
- Where should the meeting take place? At school, at the home address or somewhere neutral such as a Pivot office.
- Who should be present? Consider parents/carers, the learner, other members of staff.

- What are the aims of the meeting?
- We also need to consider staff safety concerns

This can be an upsetting time for parents/carers to learn of learner's difficulties and may respond in anger, fear and may become upset in the conversation. We are accepting of this and acknowledge this (within reason) and give time to parent/carer/learner time to reflect.

Parents/carers are often very welcoming of support and information from school about supporting the needs of their children's mental health and well-being. In order to support, Pivot schools, will:

- Highlight sources of information and support about common mental health difficulties on the school website; <https://pivot-group.uk/>
- Ensure that all parents/carers are aware of who to talk to, and how to go about this, if they have concerns about their own child or other learners within Pivot
- Make our Mental health and well-being policy easily accessible to parents/carers;
- Share ideas about how parents/carers can support positive mental health and well-being in relation to their children

11. Training

We have several staff who have undertaken the mental health first aid training and as new staff arrive, they are given training opportunities on understanding mental health issues and how best to support you and your needs.

12. Policy review

This policy will be reviewed every year. It is next due for review in July 2027. This policy will always be immediately updated to reflect personnel changes.

13. Learner friendly version of our safeguarding policy

All the adults at Pivot think that your health, safety, and welfare are very important. Safeguarding is everything we do in Pivot to keep you safe from harm.

This policy is to help you decide what could be a problem and where to get help and support. Sometimes we will spot that you need help even if you think you don't need support.

At Pivot we respect all learners and adults and help to protect their rights. Our safeguarding leads are:

- Tina Quirke - Lead DSL and Social Worker – Central
- Amy Thornton - DSL POP Kirklees
- Jean Chamley - DSL Leeds
- Amy Lawrence - DSL Leeds
- Emma Goddard – DSL Kirklees (Technology House)
- Emma Jane Barber – DSL Kirklees (Salus House)
- Rebecca Hall - POP Wakefield
- Tom Laurie - Pivot 6 Bradford

14. How Pivot safeguards you

We provide a safe environment for you to learn in.

We get to know you and your family well so that we can understand how to best support you.

We teach you how to recognise risks in different situations, and how to protect yourselves and stay safe.

We help to make sure that you remain safe, at home and in your community, as well as at school. We give you a safe space to talk about what is going on in your life.

We have skilled staff who are trained to recognise signs that might be a cause for concern. We can get you the right support you and your family need.

We have displays around school with phone numbers and websites where you can get help.

15. When might you need help

If someone in your family or at school is hurting you, this might be physically or emotionally.

If someone in your family or at school says horrible things to you that makes you feel sad. If you feel that you are being bullied.

If you feel that you want to hurt yourself. You can talk to any adult in Pivot if you need to, just tell them!

If we notice a change in your behaviour or appearance that suggests something is not quite right.

If you are at risk because of substance misuse.

If you are at risk of sexual exploitation.

If you are at risk of criminal exploitation.

16. What do we do to get you help?

We will talk to your parent/carers. Depending on the situation we might provide you with support at school.

If it is more serious, we will contact the Children's Services Duty and Advice Team. They might give us advice, or they might need to visit your family. We will keep you up to date with what is happening.

How can you help yourself?

- You can talk to staff before a problem gets too big
- You can look on our Pivot website for useful information
- You can contact Childline yourself on 0800 1111
- You can contact KOOTH on www.kooth.com

- You can contact Children Services by calling:
 - 01484 456848 (Kirklees)
 - 0113 222 4403 (Leeds)
- You can contact the Police by calling 101
- You can contact Kirklees keep in Mind is a Mental health support team (MHST)
www.kirklees-keep-in-mind.nhs.uk

Remember: mental health matters, you're not alone and support is always available.