

	Action	When	Staff	Success criteria	Resources
Leadership and management	Positive Mental Health Training for staff	Sept '24	SLT	Staff are aware of the positive attributes of Mental Health and Well being awareness.	Twilight/ INSET time
	Mental Health Updates from National Institute to HOF's and Pastoral Team (Newsletters, relevant termly Mental Health information in notices)	Sept '24 - July '25	SMHL	Updated information is delivered to students through regular communication with staff.	Bulletins
	Leaders role model positive behaviour and promote mental health awareness and wellbeing initiatives	Jan '25	SLT & ML	Staff thrive in a safe and positive atmosphere and feel they can share their concerns if they have any	SLT and ML meetings
Ethos and Environment	New specific Mental Health areas for displays including new updates and relevant points of contact (by sick bay, toilet doors and bathrooms)	Feb '25	SMHL	All pupils are aware where they can go when seeking support - tutors/pastoral/HUB if appropriate	SMHL
	A series of assemblies (During Mental Health Month) with a specific Mental Health view linked to subjects - PE, Food, Drama etc particularly KSt4 via Assembly timetable	Sept '24	SMHL	Students have clear ideas about the effects clubs etc have on their positive mental health	SMHL
	Student drop in to share concerns/thoughts	Feb '25	NWA	Students drop in to see Y11 leaders on Wednesday mornings if they are feeling overwhelmed	Training for Y11 leaders

Curriculum, learning and teaching	Positive Mental Health events - Millfield Positive Mental Health day for Mental Health month (Year 9 Collapsed timetable day)	March '25	SMHL	Year 9 day approved and in the diary from 2024	Staff and Host school
	PSHE curriculum - Regular updates across the schemes, monitored and reviewed in line with any new MH information	Feb '25	NWA	Tutor time programme in line with MH calendar	PSHE lead time
	Tutor time (Pastoral) Tutor assembly programme	Sept '24	NWA	Embedded into the tutor programme and assembly calendar	Pastoral curriculum
Identifying need and monitoring impact	Student survey by Easter 2025 then assessment of key factors that need to be addressed with Pastoral Lead to begin implementation of monitoring (eg small group support/one to one/ Elsa, external agencies etc)	March '25	SMHL	Survey is completed and evaluated. 1:1 and small group sessions are taking place for students. Parents are on board.	Class time Pastoral team time
	All support to be recorded in central intervention log for the purpose of analysing impact and any areas for more intervention	Reviewed daily	SMHL, NWA,	Interventions are mapped to vulnerable children who require support	DSL, SMHL and pastoral time
	Student council share concerns and plan for action moving forward	Jan '25	NWA	Students are able to discuss their worries and what support they require in a 'You said, we did'	Document of concerns
Targeted support and appropriate referrals	SMHL will attend local schools to communicate with mental health leads to develop more of an understanding of the cohesive Trust Wide approach to Mental Health and ascertain what local support services are available.	July '25	SMHL	SL for MH has an improved understanding of Trust Wide Mental Health focus and begun to develop a relationship with other SMHL and local providers	SMHL - time

	Universal support (Tier 1) is embedded within the school and is being utilised for all students by all staff (tutor programme, assemblies, Mental Health Extra Curricular Days, PSHE)	April '25	NWA	Monitoring pupil development through central intervention log Signposting through termly bulletins so staff are aware what support is available	Online bulletin
	The Pastoral structure is effective and approachable for staff, students, and parents. Tutors are the first point of call for concerns who then refer to Heads of Key Stage, who liaise with the Pastoral Team.	February '25	NWA	Staff feel confident in supporting students and are aware when to refer. Tutors know the parents of their tutees and can offer relevant support or refer further where relevant.	Pastoral training and Line Management
	Tier 2 support is being utilised within the school setting (ELSA, YMCA support, Nurse, Chaplin, 1:1 MH sessions)	December '24	NWA	Tracking of interventions is logged and analysed to increase student engagement and welfare	Agency resources and referrals
	Students with ACEs are identified and supported by the Pastoral team who liaise with appropriate external agencies	December '24	NWA	Students are accessing school and services	Family meetings
Staff Development	Develop the Thrive GROW coaching (goal, reality, options, way) amongst staff by building up leaders, not commanding down	Easter '25	SLT, SMHL ARI	Positive Staff recognition through small gifts/time etc. and more staff support activities organised	SLT and staff cover
	Build Wellbeing support through Friday Shout Out, Monthly hamper, Staff symposium, Staff wellbeing survey	Ongoing	ARI		Small and regulated Staff gifts
	Increase staff wellbeing trips and activities	Easter '25	Trust	Longleat, Christmas party, Book Club	

Working with parents/carers	Positive Mental Health table for Parents Evening including take away information	Feb '25	SMHL	Resources for parents to takeaway	Pastoral team time (possible cover costs)
	Focused meetings with parents/carers of small group students	Sept '24 - March '25	SMHL/ NWA		
	Regular updates are shared with parents in a newsletter and/or bulletin	April '25	NWA		
Student voice	Student council monthly meetings "You said, we did".	Jan '25 - July '25	NWA	Students feel they can share their opinions and staff support them with discussion and actions Students feel empowered to share concerns with their tutors	Student council meeting template PPT for tutors to go through
	Build actions of the meeting into the Tutor Programme	Feb '25 - July '25	NWA		

This is a working document where dates and calendar relevant tasks will be confirmed in line with SLT and School Calender.