

MENTAL HEALTH POLICY

Promoting Wellbeing, Early Support, and Safety for All

We believe every student, teacher, and staff member deserves to feel safe, valued, and supported. This policy aims to create a school environment that promotes positive mental health, identifies needs early, and provides timely support in line with the National Suicide Prevention Strategy and national/state education guidelines.

Core Principles

Prevention First: Build resilience, emotional literacy, and coping skills

Early Identification: Watch for signs of distress and intervene early

Non-judgmental Support: Zero tolerance for stigma. Help-seeking is encouraged

Confidentiality & Safety: Information shared in confidence, except where safety is at risk

Collaboration :Between parents and teachers.

Key Initiatives & Structures

A. Whole-School Wellbeing

- Sessions on stress management, emotional regulation, peer support, and cyber safety.
- Awareness Talks

B. Early Identification & Support

- Teachers are trained by the school counsellor to recognize warning signs: withdrawal, drop in grades, self-harm talk, hopelessness.
- Referral Pathway: Teacher → Counselor → Parent → External Mental Health Professional if needed

C. Suicide Prevention - Aligned with National Strategy

1. No Blame Approach: Any talk of self-harm is taken seriously. Staff will never dismiss or promise secrecy if safety is involved
2. Crisis Response Protocol:
Stay with the student. Inform Counselor & Principal immediately
Inform parents/guardians same day
Follow-up support.
3. Postvention: After any incident, support to affected students/staff, communication managed sensitively, details that could lead to contagion avoided.
4. School premises monitored to reduce access to means of self-harm.

D. Staff and Student Wellbeing

1. Counseling access for teachers/ students
2. Workload monitoring and stress management workshops
3. Peer support circles
4. Roles & Responsibilities
 - Principal: Overall implementation and crisis lead
 - School Counselor: Assessments, 1:1 support, referrals, training
 - Teachers: Observe, report concerns, promote positive classroom climate

Parents

- Partner in support plans, inform school of concerns at home

Students

Look out for peers and report concerns to a trusted adult

5. Confidentiality & Documentation

with All student concerns will be documented confidentially. Information will only be shared with those who need to know to ensure safety. Records kept as per school and guidelines.

6. Review

with This policy will be reviewed annually and after any critical incident to ensure alignment with updated national guidelines.

Helpline to be displayed in school:

National Suicide Prevention Helpline: 14416 | Tele-MANAS: 14416

Childline: 1098