



StrongRootzProject Mental Health and Wellbeing Policy

Policy Date: September 2025

Next Review Date: September 2026

1. Introduction

StrongRootzProject recognises the importance of mental health and wellbeing for all children, staff, mentors, and volunteers. We are committed to creating an environment that supports positive mental health, resilience, and emotional wellbeing.

This policy sets out how we promote mental health, identify concerns, and provide support, aligning with **KCSIE 2025** and best practice guidance.

2. Policy Objectives

- Promote positive mental health and emotional wellbeing for children and staff.
- Identify early signs of mental health difficulties and provide appropriate support.
- Create a safe and inclusive environment that encourages open communication.

- Reduce stigma around mental health issues.
- Work collaboratively with parents/carers and external professionals when needed.

3. Scope

This policy applies to:

- All KS2, KS3, and KS4 children engaged with StrongRootzProject.
- All staff, mentors, and volunteers.
- All activities, on-site and off-site.

4. Principles

- **Early Intervention:** Promptly address concerns about mental health or wellbeing.
- **Whole-Service Approach:** Mental health is integrated into mentoring, activities, and organisational culture.
- **Confidentiality:** Information is shared appropriately, with consent, and only with those who need to know.
- **Inclusive Practice:** Support is tailored to meet the diverse needs of children and staff.
- **Collaboration:** Work with parents/carers, schools, and professionals to provide holistic support.

5. Responsibilities

5.1 Founder & Director

J Johnston is responsible for:

- Ensuring that the mental health and wellbeing of children and staff is prioritised.
- Allocating resources for mental health initiatives, training, and support.
- Reviewing and updating this policy annually.

5.2 Staff, Mentors, and Volunteers

All staff and mentors must:

- Promote positive mental health and emotional wellbeing.
- Be aware of early warning signs of mental health difficulties (e.g., withdrawal, low mood, anxiety, behavioural changes).
- Respond appropriately to concerns and report to the **Safeguarding Lead** when necessary.
- Encourage children to access support services when needed.

5.3 Children and Young People

Children are encouraged to:

- Share concerns about their own or peers' mental health with staff or mentors.

- Engage in activities that promote wellbeing and resilience.
- Treat peers with empathy and respect.

6. Promoting Mental Health and Wellbeing

StrongRootzProject promotes mental health through:

- Positive mentoring relationships.
- Structured support sessions addressing resilience, stress management, and self-esteem.
- Access to mental health resources and signposting to external support services.
- Encouraging physical activity, healthy routines, and social connection.
- Staff wellbeing initiatives, including training, peer support, and supervision.

7. Identifying and Responding to Concerns

- Staff are trained to recognise signs of mental health difficulties.
- Concerns are reported to the **Safeguarding Lead or Founder & Director**.
- Where appropriate, referrals are made to external services (e.g., CAMHS, school counsellors, NHS services).

- A plan of support is developed collaboratively with the child, parents/carers, and professionals.

8. Confidentiality and Information Sharing

- Confidentiality is maintained, but safeguarding concerns override confidentiality.
- Information is shared on a need-to-know basis with parents/carers or professionals, in line with GDPR.
- Records of concerns and interventions are stored securely.

9. Staff and Mentor Wellbeing

- Staff and mentors are encouraged to prioritise their own mental health.
- Support is provided through supervision, peer support, and access to wellbeing resources.
- Workload and mentoring arrangements are monitored to prevent stress and burnout.

10. Monitoring and Review

- The effectiveness of mental health initiatives is monitored through feedback, observation, and evaluation.
- This policy is reviewed annually or sooner if guidance or legislation changes.

- **Next review date: September 2026**

Policy Approved By: J Johnston, Founder & Director

Date: September 2025