



Provision Map for Mental Health Adults working in school

Tier 0: Class/Whole School Level Support- response to general concerns These concerns are categorised as short periods of feeling like they are not able to cope. These will be incidents which cause a member of staff distress but do not seem to have a long term or lasting impact on wellbeing.		
What are the possible concerns? (Examples listed below not exhaustive)	Who could help with this?	What is our response?
Friendship problems/conflicts/arguments with peers Relationship problems/conflicts/arguments with siblings, parents, partners, colleagues Low level worry about workload/ change of class/behaviour management of class/new roles and responsibilities Past history of Mental Health concerns Death of a pet	Staff designated listeners (Inge Taylor, Diane Miller, Kay Fawkes) Other colleagues Senior Leadership Team Mental Health lunch	<ul style="list-style-type: none"> • Listen to staff member and reassure • If issue doesn't resolve move to tier 1. • Offer self-help contact numbers, websites, and resources: see below for links.
Tier 1: These concerns are categorised as those which are longer term and are beginning to impact on the welfare of the staff member.		
What are the concerns? (Examples listed below not exhaustive)	Who should deal with this?	What is our response?
Feeling low or not able to cope for sustained periods of time or a series of short periods. Long term issues that remain unresolved Significant anxiety in school or surrounding a specific element of school Divorce Bereavement of extended family member Emotional response to an upsetting event which causes a period of distress.	Staff designated listeners (Inge Taylor, Diane Miller, Kay Fawkes) Senior Leadership Team Occupational health GP	<ul style="list-style-type: none"> • Regularly meet with adult to check the status of their mental health. • Work with member of staff to work out work hours/duties in response to recommendations from Occupational Health and/or GP • If concern continues or increases in severity, move up to tier 2. • If concern is managed or reduces, consider moving down to tier 0. <p>https://www.nhs.uk/mental-health/social-care-and-your-rights/how-to-access-mental-health-services/</p>





Tier 2: Targeted Support- planned interventions to address mental health concerns.
A sustained concern which is affecting the wellbeing of the member of staff. These could be long term concerns over anxiety, mental health or depression or a response to an incident graded at Level 2.






What are the concerns? (Examples listed below not exhaustive)	Who should deal with this?	What is our response?
Persistent low mood/ ongoing emotional regulation difficulties/anxiety Bereavement of close family member Historic abuse which causes legacy mental health distress Self-harm Suspected eating disorders	Senior Leadership Team DMHL Occupational Health GP	<ul style="list-style-type: none"> • External agencies to be considered: CAMHS (Child and Adult Mental Health Service) CMHT (Community Mental Health Team)



Tier 3: Personalised Support – professional referral to high level mental health concerns
Serious and possibly life-threatening incidents which require professional intervention outside of school

What are the concerns? (Examples listed below not exhaustive)	Who should deal with this?	What is our response?
Diagnosed anxiety disorder or depression Disclosure of incident of witnessed Domestic Abuse (Physical, Emotional, Sexual abuse or Neglect) Disclosure of direct abuse (Physical, Emotional, Sexual abuse or Neglect) Sustained self-harm Suicide ideation or attempts	Senior Leadership Team DMHL Occupational Health GP	<ul style="list-style-type: none"> • CAMHS (Child and Adult Mental Health Service) • CMHT (Community Mental Health Team) •

Appendix 1: Resources for mental health and wellbeing for adults.

Websites for mental health and well being	What they offer	Qr codes
https://www.nhs.uk/mental-health/social-care-and-your-rights/how-to-access-mental-health-services/	Find out about the different ways to get help with your mental health, the process, and your rights.	
https://health.bracknell-forest.gov.uk/mental-wellbeing-adults/workplace-mental-health/	Workplace Stress Good stress v bad stress	
https://www.nhs.uk/every-mind-matters/?WT.mc_id=MentalHealthGeneric&gclid=EAlaIqobChMImv7z5p6f-wIVoIBQBh0npA8-EAAYAiAAEgJ4Wfd_BwE&gclidsrc=aw.ds	Be kind to your mind There are small things we can all do to help be kind to your mind, and these can make a big difference to how we feel. Get expert advice and practical tips to help you look after your mental wellbeing and make them part of your daily routine.	
https://www.oxfordshiremind.org.uk/	<i>We're here to make sure anyone with a mental health problem has somewhere to turn to for advice and support.</i>	

https://www.mind.org.uk/information-support/guides-to-support-and-services/seeking-help-for-a-mental-health-problem/where-to-start/	<p>Seeking help for a mental health problem A guide to taking the first steps, making empowered decisions and getting the right support for you.</p>	
https://talkingtherapies.berkshirehealthcare.nhs.uk/?gclid=EAIaIQobChMImv7z5p6f-wIVoIBQBh0npA8-EAMYAiAAEgKHQvD_BwE	<p>Talking Therapies is our friendly and approachable NHS service that treats common issues like depression, stress, anxiety or phobias.</p>	
https://www.nhs.uk/nhs-services/mental-health-services/where-to-get-urgent-help-for-mental-health/	<p>If you need help for a mental health crisis or emergency, you should get immediate expert advice and assessment.</p>	
https://www.papyrus-uk.org/	<p>Uk charity dedicated to the prevention of suicide and the promotion of positive mental health and emotional wellbeing in young people.</p>	
https://www.samaritans.org/	<p>Whatever you're going through, a Samaritan will face it with you. We're here 24 hours a day, 365 days a year.</p>	

https://www.rethink.org/	<p>We improve the lives of people severely affected by mental illness through our network of local groups and services, expert information and successful campaigning. Our goal is to make sure everyone severely affected by mental illness has a good quality of life.</p>	
<p>Finance</p>		
https://www.bracknell-forest.gov.uk/benefits/local-welfare-scheme	<p>The aim of our Local Welfare scheme is to support residents who:</p> <ul style="list-style-type: none"> • are facing unexpected costs • need emergency help <p>The scheme:</p> <ul style="list-style-type: none"> • provides a short term and one-off form of support • is offered in the event of an emergency or crisis when family, friends, charities, or insurance cannot help • helps to minimise the risk of harm to vulnerable residents and their household 	
https://www.bracknell-forest.gov.uk/benefits/household-support-fund	<p>From October 2022 to April 2023, the Department of Work and Pensions is providing funding through the Household Support Fund. We will use this funding to support our most vulnerable residents with the rising cost of living, including food and essential bills.</p>	