

Self Harm Policy

Date Approved:	15 March 2018
Approved By:	Trustees
Review Date:	July 2020

Impact Assessed	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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Document Control

This document is issued, controlled and impact assessed by the Senior Leadership Team.

The latest version of the procedure will be maintained on the School Website.

Purpose

In keeping with our values, vision and aims, this policy aims to address the issue of self-harm:

- How to deal with pupils who self-harm and how to offer support in the short and long-term.
- To provide support depending upon the individual needs of the pupil.
- To help all pupils improve their self-esteem and emotional literacy.
- How to support staff members who come into contact with people who self-injure.
- How to prevent self-harm from spreading within the school.
- To have clear guidelines for staff – who needs to be informed, when parents and outside agencies must be contacted.
- Education about self-harm for pupils and staff.

What is self-harm?

Self-harm is any deliberate, non-suicidal behaviour that inflicts physical harm on someone's own body and is aimed at relieving emotional distress. It can include cutting, scratching, burning, banging and bruising, overdosing (without suicidal intent) and deliberate bone-breaking/spraining.

Risk factors associated with self-harm:

- Mental health disorders including depression and eating disorders.
- Drug / alcohol abuse, and other risk-taking behaviour.
- Recent trauma e.g. death of relative, parental divorce.
- Negative thought patterns, and low self-esteem.
- Bullying Abuse – sexual, physical and emotional.
- Sudden changes in behaviour and academic performance.

Suicide:

While self-harm and suicide are separate, those who self-harm are in emotional distress, and those who end their lives are also in emotional distress. It is vital that all emotional distress is taken seriously to minimise the chances of self-harm, and suicide. All talk of suicide and warning signs must be taken extremely seriously. If a pupil expresses a wish to end their life or has suicidal thoughts the member of staff must:

- Accompany the pupil immediately to speak to the relevant on-site safeguarding lead.
- The safeguarding lead will speak with the pupil about their suicidal thoughts and feelings.
- The safeguarding lead will contact parent/carer to inform them of the situation and ask that they collect the pupil and take them up to seek medical advice. If outside agencies are involved then the lead professional will be informed.
- At no time should the pupil be left unsupervised and reassurance should be given that support will be put into place for them.
- Upon returning to school, close monitoring strategies should be put into place. Teaching staff should be made aware of the situation.
- It may be that the Hospital will refer the student to the CAHMS team however this should be checked by the relevant safeguarding lead and if this has not been done a referral should be submitted as soon as possible.

Relationship to other policies: This policy is to be applied and interpreted within the context of the Child Protection, SEND, Social and Health Education, Health and Safety, and Behaviour Policies.

Roles and Responsibilities of Head of School, other staff, and Trustees:

The Head of School will:

- Appoint a designated teacher to be responsible for self-harm matters, and liaise with them. This might be the same persons as the child protection managers.
- Ensure that the designated person(s) receive appropriate training about self-harm. Ensure that self-harm policy is followed by all members of staff.

The Trust will:

- Decide whether self-harm education should be in the school curriculum, and how it should be addressed.
- Ensure that education about self-harm neither promotes nor stigmatises.
- Look at provisions for people who self-harm, such as long-sleeved uniforms, and time out of lessons when under intense stress.

All staff and teachers are expected to:

- Listen to pupils in emotional distress calmly and in a non-judgemental way.
- Report self-harm to the designated staff member(s) for self-harm.
- Be clear of the timescale in which this is expected.
- Not make promises (e.g. assuring confidentiality) which can't be kept.
- Reassure pupils that in order to seek health and happiness people need to know about their problems so that they can help.
- Guide pupils towards seeking health and happiness.
- Promote problem-solving techniques and non-harmful ways to deal with emotional distress.
- Enable pupils to find places for help and support Provide accurate information about self-harm.
- Widen their own knowledge about self-harm and mental health disorders.
- Be aware of health and safety issues such as first-aid and clearing up if a self-injury incident take place at the Endeavour Academy.
- Be aware of their legal responsibilities – when they can help, and when they cannot.

The designated staff member will:

- Keep records of self-injury incidents and all concerns will be logged on MyConcern.
- Follow the procedures in place for a pupil who is expressing suicidal thoughts / feelings.
- Liaise with multi-agencies about help available for people who self-harm.
- Keep up-to-date with information about self-harm.
- Liaise with Head of School and Senior Designated Person for child protection.
- Contact parent and arrange a suitable meeting, involve the pupil in this process.
- Inform the parent(s) about appropriate help and support for their child which is available.
- Monitor the pupil's progress following an incident.

- Know when people other than parents (e.g. social workers, educational psychologists) need to be informed.
- Know when to seek help to deal with their own feelings and distress.

Pupils will be expected to:

- Not display open wounds / injuries. These must be dressed appropriately.
- Talk to the appropriate staff member if they are in emotional distress.
- Alert a teacher if they suspect a fellow pupil of being suicidal or at serious risk of harm to them-selves, and know when confidentiality must be broken.

Parents will be encouraged to:

- Endorse the school's approach to self-harm education and pastoral care.
- Work in partnership with the Endeavour Academy.
- Work with the agencies involved in order to support the child.

Date for Review – this policy should be reviewed in line with school policy.

Breach of this policy may lead to action being taken under the School's formal Disciplinary Procedure. Any employee, who feels they have been treated in a manner contrary to the spirit of this policy, should seek recourse in accordance with the School's Grievance or Dignity at Work procedures.