

Raising Attainment with Wellbeing (RAW) for Senior Mental Health Leaders (SMHLs)

Our Senior Mental Health Leader (SMHL) professional development programme will help you create a whole-school approach to mental health and wellbeing that will impact positively on all members of your school community.

Department for Education (DfE) grants are now available for the 2023/2024 financial year. Please [book your place](#) for a May 2024 or September 2024 start.

Contents

About the programme.....	2
Expert Trainers.....	2
How is the programme delivered?	3
Learning outcomes	5
1. Leadership and management	5
2. Identifying need and monitoring impact of interventions	5
3. Targeted support and appropriate referrals	5
4. Staff development	5
5. Creating an ethos and environment that promotes respect and values diversity	5
6. Enabling student voice	5
7. Working with parents, families and carers	5
8. Curriculum, teaching and learning	5
Who is it for?	6
Funding eligibility	6
Fee	6
Department for Education Grants	6
Self-funding	7
How can schools use the RAW for SMHL resources?	8
RAW for SMHLs: Mapping onto Policy Context.....	9
RAW for SMHLs: Overview of coaching session content	14

About the programme

Learning Level: Beginner, and Intermediate, Advanced Senior Leaders also welcome

This Senior Mental Health Leads (SMHL) training programme is unique.

The Raising Attainment with Wellbeing (RAW) for SMHLs (Senior Mental Health Leaders) Training Programme will help participants put mental health and wellbeing at the heart of learning, teaching and leadership within their learning communities, at a time of considerable social and emotional pressures that extend beyond the school gates.

Not only will participants develop the knowledge and skills specific to the position of SMHL, through understanding their leadership role in creating an inclusive learning environment that supports and nurtures the highest possible levels of emotional wellbeing for children and staff, RAW is a complete and extensive professional development opportunity open to every member of staff, including Governors.

The programme is Department for Education (DfE) quality assured.

Over the duration of a calendar year, through online workshops and coaching sessions plus individual personalised support opportunities, participants will:

- Devise an effective strategic plan, aligned to the eight WSA (Whole School Approach) principles, informed by a comprehensive audit of current practice and provision
- Put in place process and policy that will monitor mental health needs (of children and staff) and identify appropriate interventions, as well as whole-school professional development needs
- Through collaborative action research using the RAW resources, begin the journey of whole school improvement, involving individuals and teams through aligned and personalised training plans

You'll also be able to share best practice with peers from other schools.

Expert Trainers

The training will be led by a pool of talented coaches, with a vast and varied experience of education improvement and mental health/wellbeing developments.

Raising Attainment with Wellbeing is pioneering a new approach to coaching: **Coaching for Wellbeing**, supporting a critical systemic move from “a way of *doing*” to “a way of *being*”.

How is the programme delivered?

Model A Cost £1200+VAT

As numbers on the programme increase, Senior Mental Health Lead trainees (SMHLs) will join a cohort of 10-20 practitioners, who will network and collaborate over the course of a year to learn together and share practice and implement change management plans.

There will be monthly online interactive workshops and coaching for wellbeing sessions led by an experienced RAW wellbeing coach, with periodic inputs from subject matter experts.

Practitioners will also benefit from monthly “drop-in” sessions open to all cohorts of trainees.

Each trainee will keep a **PLJ (Professional Learning Journal)** containing reflective activity, audit frameworks and links back to the extensive bank of materials within RAW, which accumulate to form a senior mental health lead record of professional development.

These journals will form the basis of regular individual online tutorial sessions (minimum of three over the duration of the course) culminating in the submission of a change management plan based on the professional learning and development undertaken during the course.

The RAW Managed Learning Environment has a built-in community of practice element to facilitate sharing and collaboration across all active education settings.

At this price point, only the SMHL trainee will have access to the RAW portal.

Model B £3,960+VAT

You will be assigned a Coach from the RAW talent pool who will be your guide over a period of 12 months.

16 hours of supported individualised coaching activity is available, not only to cover core content, but to support the trainee to deepen knowledge

and practice in any area of the core or extended programme that the trainee desires.

The programme will be fully customisable to the bespoke needs of the trainee and their school community.

The coaching time can also be diverted towards online training of groups or other individuals within the school community.

Each trainee will keep a **PLJ (Professional Learning Journal)** containing reflective activity, audit frameworks and links back to the extensive bank of materials within RAW, which accumulate to form a senior mental health lead record of professional development.

These journals will form the basis of regular individual online tutorial sessions (minimum of three over the duration of the course) culminating in the submission of a change management plan based on the professional learning and development undertaken during the course.

The RAW Managed Learning Environment has a built-in community of practice element to facilitate sharing and collaboration across all active education settings

Every teacher, TA, non-teacher and Governor will have full access to the extensive RAW resource bank for the duration of the training programme.

Learning outcomes

The learning outcomes are aligned with the eight principles outlined by Public Health England (PHE) and the Department for Education (DfE) in their [**Promoting children and young people's mental health and wellbeing: A whole-school or college approach**](#) publication.

Upon completion of the programme, leads will be able to:

1. Leadership and management

Champion efforts to promote and support mental health and wellbeing, bringing about strategic change to deliver a practical whole-school approach.

2. Identifying need and monitoring impact of interventions

Understand and plan appropriate responses to pupils' mental health and wellbeing needs.

3. Targeted support and appropriate referrals

Ensure children and young people can get timely and appropriate support.

4. Staff development

Support their own mental health and wellbeing, and that of their pupils.

5. Creating an ethos and environment that promotes respect and values diversity

Promote respect and value diversity.

6. Enabling student voice

Ensure the voice of every pupil is heard and valued, and influence decisions.

7. Working with parents, families and carers

Ensure everyone works as a team around the pupils, with a consistent of approach and shared aims and strategies.

8. Curriculum, teaching and learning

Promote resilience and support social and emotional learning.

Who is it for?

Our programme is for Senior Mental Health Leads, or colleagues aspiring to such a position, at primary schools, secondary schools and colleges in England. We already serve independent provision, and an international network of schools. This programme has the reach to meet a wide range of wellbeing and mental health imperatives.

It is important that participants have the positional authority to **implement strategic whole-school change** or have the **support of your senior leadership team** to fulfil the programmes' requirements successfully.

Funding eligibility

Fee

The fee for our SMHL programme is **£1,200+VAT**, in line with Government Grant Funding.

The includes all workshops, training and individual support sessions for the designated SMHL, plus full access to the extensive RAW professional development portal for the person undertaking the course.

If full access to the RAW portal for every member of staff and governance is required, please request an Option 3 package. Details on request.

Department for Education Grants

Please book your place on one of our summer or autumn cohorts. Department for Education grants are available for the 2023/2024 financial year. You are likely to be **eligible for a grant** if you:

- are a state-funded school or college that has not previously applied for SMHL funding
- have appointed an SMHL that's being supported by the senior leadership team to implement a whole school approach to mental health.

You can **[apply for a grant on the DfE's website](#)**.

To confirm your place, you'll need to:

- **[Check your eligibility](#)**

- Reserve your grant by completing the [DfE application service form](#)
- Book your place by contacting us and initiate payment:
education@microlinkpc.com
- The DfE will contact you by email requesting evidence of your Microlink/Teaching Times course booking

Self-funding

We accept self-funding applications for our Senior Mental Health Leads programme.

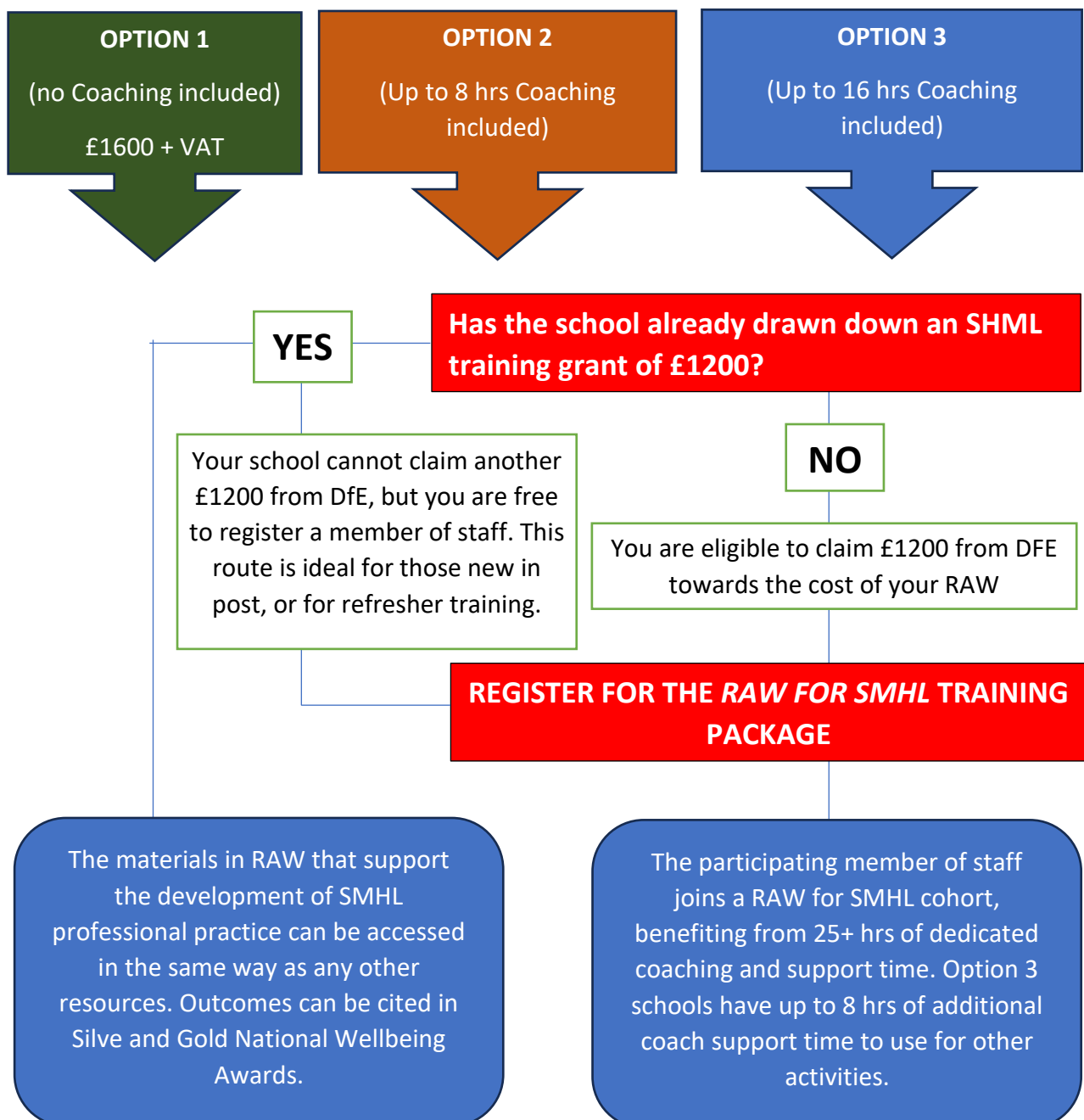
Contact education@microlinkpc.com if you have any further questions or queries.

How can schools use the RAW for SMHL resources?

We can offer a number of pathways through the SMHL resources in RAW, which match the three pricing Options we currently offer.

All schools are free to access a complete suite of SMHL professional development materials without the direct support of a qualified coach, and without access to specific study materials created especially for the twelve-month, DfE validated pathway.

The materials can be used, for example, as top-up training for SMHLs who have already completed a training programme supported by the DfE grant.



RAW for SMHLs: Mapping onto Policy Context

In March 2015 (refreshed in Sept 2021) the government published guidance on **promoting children and young people's mental health and wellbeing in schools**.



[Home](#) > [Support for children and young people](#)

Guidance

Promoting children and young people's mental health and wellbeing

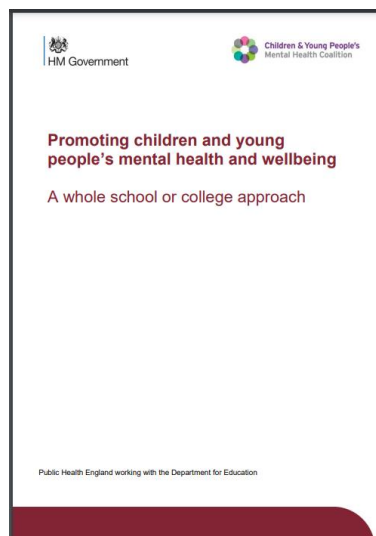
Guidance on the 8 principles of a whole school or college approach to promoting mental health and wellbeing.

From: [Public Health England](#) and [Department for Education](#)

Published 20 March 2015

Last updated 21 September 2021 — [See all updates](#)

<https://www.gov.uk/government/publications/promoting-children-and-young-peoples-emotional-health-and-wellbeing>



This document can be downloaded from "Resources" at the end of chapter 1.6 or click on image

The graphic on page 9 of this document summarises the eight principles that should underpin a school or college approach to promoting mental health and wellbeing.

Promoting children and young people’s mental health and wellbeing

Figure 2. Eight principles to promoting a whole school or college approach to mental health and wellbeing.



On 22 June 2021 the DfE published their [‘Learning outcomes for senior mental health leads in schools and colleges’](#).

Guidance

Senior mental health lead training

Find out how your school or college can apply for a grant and access DfE quality assured training to help develop a whole school or college approach to mental health and wellbeing.

From: [Department for Education](#)

Published 2 June 2021

Last updated 24 October 2022 — [See all updates](#)

The document sets out the learning outcomes that will enable a senior mental health lead to implement and sustain an effective whole school or college approach to mental health and wellbeing in their setting, aligning to the eight principles outlined in Public Health England's (PHE) 'Promoting children and young people's emotional health and wellbeing' (see above).

"It is intended that any grant-funded senior lead training received meets the specific needs of each individual, helping them develop either:

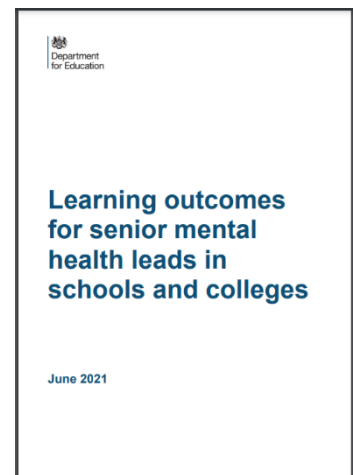
i) all the learning outcomes, or

i) focussing on specific aspects / priority learning needs; and,

supports them not only by increasing knowledge but crucially also giving them the practical skills and tools to be able to effect positive whole school or college change."

The key outcomes align to the eight principles previously mentioned, centring on:

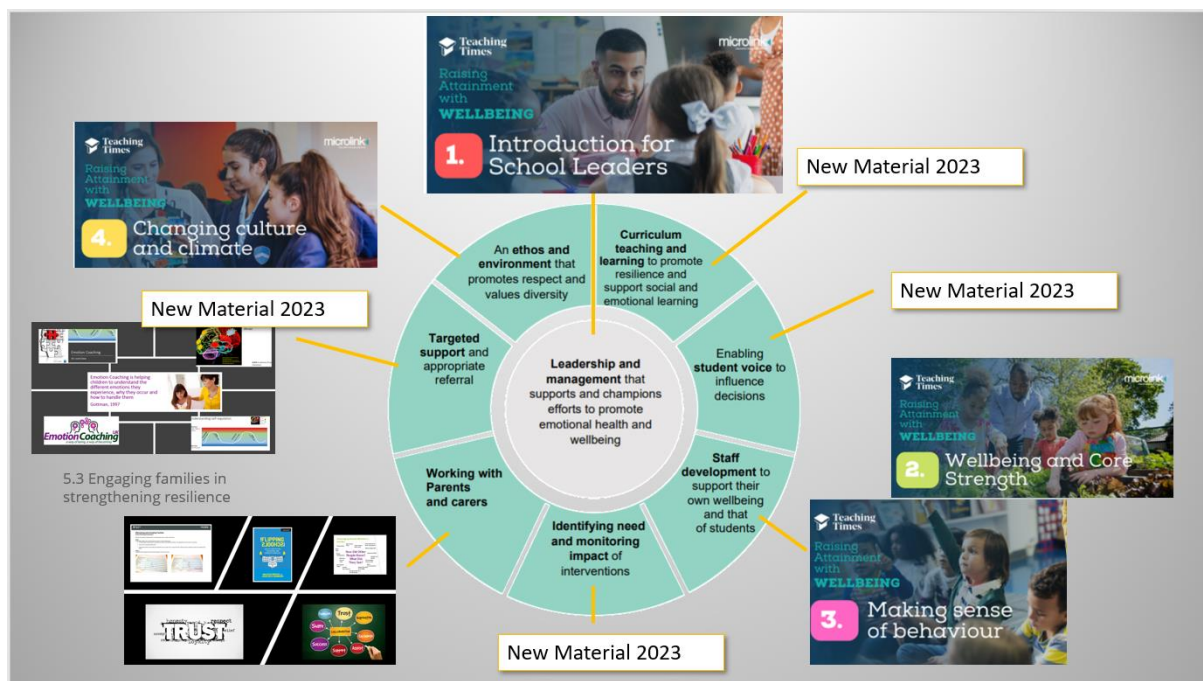
- 1. Leadership and management**
- 2. Identifying need and monitoring impact of interventions**
- 3. Targeted support and appropriate referrals**
- 4. Staff development**



- 5. Creating an ethos and environment
- 6. Enabling the Student Voice
- 7. Working with parents, families and carers
- 8. Curriculum, teaching and learning

RAW's original focus on a whole-school approach to wellbeing explicitly addresses many aspects within the eight principles.

During early 2023, complete coverage was planned and completed, enabling RAW to become the basis of validated Mental Health Lead in Schools training.



Another useful touchstone to compare the coverage of RAW to the mental health agenda is to look at how the programme maps into the Anna Freud "Five Steps to Mental Health and Wellbeing" Framework.



<https://www.annafreud.org/schools-and-colleges/5-steps-to-mental-health-and-wellbeing/>

This framework also aligns with the eight principles outlined in the Department for Education and Public Health England’s whole-school approach guidance, and the "5 Step Process" helps a setting to take a considered approach to the mental health needs of pupils and staff, the importance of leadership, and the role of the community.

Raising Attainment with Wellbeing goes deeper and further than the Anna Freud Five Principles in the key areas of leadership development, staff development (in terms of why some children underachieve, linking exclusively to the impact on wellbeing, and practical steps to address these issues) and building the firmest of foundations in terms of whole school approaches that will enable an entire learning community to thrive.

The changes and additional content in 2023 will support some of the mental health-specific areas of practice to be considered, reflected on and developed simultaneously with wellbeing.



RAW for SMHLs: Overview of coaching session content

