

See Me. See Change.

Action Plan Template



Whole school action plan to end mental health stigma and discrimination – template

School

This Action Plan is a key aspect of your commitment to removing stigma and discrimination around mental health problems across your whole school. The template should be completed by both pupils and staff together and where possible, pupils and staff should have completed their respective See Me See Change sessions beforehand.

Leads

This action plan template is designed to be a starting point for your plans to create the foundations for a mentally healthy school, free from stigma and discrimination, and supporting you to develop SMART (Specific, Measurable, Achievable, Realistic and Timely) actions.

Date

Please refer to the Action Planning Guide to help effectively plan and run your Action Planning sessions in your school.

On completion of the Action Plan, you are expected to share results with staff, pupils and the wider school community and promote good practice throughout the whole school.

LEADERSHIP

- Everyone in the school is a leader in their own right and can contribute to creating a stigma-free school. Role modelling is key to this, with senior leadership and senior pupils leading the way.
- Senior leaders, line managers and supervisors in our school understand that tackling mental health stigma and discrimination is foundational to creating a mentally flourishing school environment.
- Have a think about how leadership roles such as head teachers and staff to prefects and class reps can play a role in tackling mental health stigma and discrimination.

Actions Outline of actions your school will take to tackle mental health stigma and discrimination	Lead(s) Outline who is responsible for each activity	Timescales Provide planned timescales and dates – what can be achieved in 1 year, 2 years etc?	Resources Identify resources required to support actions	Indicators of success Outline how you will know if the activity has been successful	Progress Update this column with any progress updates for review meetings
<i>e.g create a video from the head teacher setting out why they feel it's important take action to end mental health stigma and discrimination in the school.</i>	<i>Head teacher</i>	<i>1 month</i>	<i>Camera, room, editing software</i>	<i>Video created and shared- number of views.</i>	

ETHOS, CULTURE AND ENVIRONMENT

- We all have mental health; any of us could struggle, so it's vital that we can all talk about it and contribute to creating an open culture where people can speak out without fear or shame.
- The school environment should ensure that students and staff feel secure in their ability to discuss sensitive aspects of mental health and wellbeing.
- Non-inclusive language can vary from dismissive comments to hate crime or harassment and a school must have effective policies to address this behaviour.
- Have a think about what your school could do to challenge stigmatising language; campaigns that could happen across the school and ensure that everyone feels able to be their full selves.

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LEARNING AND CURRICULUM

- Learning and training in mental health needs to improve mental health literacy, focus on behaviour change and skills in promoting help seeking behaviours.
- Embedding mental health into and across the existing school curriculum has the potential to reach everyone and 'normalise' mental health as part of everyday activities.
- Have a think about if there is training opportunities or activities different departments could undertake to normalise mental health in your school.

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WIDER SCHOOL COMMUNITY

- The school community incorporates so many people from staff to students, to families and local organisations like youth centres, leisure centres and places of worship.
- It is important that activities include members of the wider school community and there is the opportunity for them to have their voices heard and to shape the mental health anti-stigma activities for the school.
- Have a think about what your school could do to incorporate parents/carers in tackling mental health stigma and discrimination and what organisations you can link in with to support the school's activities too.

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ENABLING YOUNG PEOPLE'S VOICES AND PARTICIPATION

- Enabling young people's voices and participation in school will create roles and opportunities for young people to be ambassadors of change and role models for the younger year groups in your school. Encouraging new ideas, perspectives and energy into approaches to tackle mental health stigma and discrimination.
- Have a think about what the school could do more of to increase opportunities for pupils to have their voice heard and whether there are some leadership opportunities that could be created for pupils such as mental health ambassadors or champion roles.

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STAFF AND PUPIL HEALTH AND WELLBEING

- Prioritising pupil and staff health and wellbeing is critical to a mentally flourishing school.
- It's important that the school supports both pupils and teachers at certain times, for example looking at mitigating stress from workloads and exams.
- Have a think about what your school could do in this area to promote and support pupil and staff wellbeing.

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Notes

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See Me

End mental health
discrimination

Thank you for taking the time to participate, reflect and learn about tackling mental health stigma and discrimination.

Together we can create the movement to end mental health stigma and discrimination. Contact info@seemescotland.org with any questions you may have, or to share your insights.

Additional resources and support can be found at
www.seemescotland.org

See Me is managed by SAMH and MHF Scotland, and is funded by Scottish Government.



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