

**A Whole School Approach
to Self Harm Awareness
and Training**

**A Knowledge and Skills
Framework**



INTRODUCTION

The Knowledge and Skills Framework: a whole school approach to self harm awareness and training has been structured to reflect national training frameworks such as the NHS Education for Scotland Perinatal Mental Health Curricular and Transforming Psychological Trauma Knowledge Frameworks. It has been developed to support Education Authorities and Schools to consider how they may implement a whole organisation approach to self harm awareness and training. The document refers to self harm when used as a coping strategy, a response to distress where the individual has no intention to take their own life. Organisations should implement their appropriate safe guarding protocols if they feel a child or young person (C&YP) is in distress or immediate danger.

Self harm among young people is a growing public concern. Self harm is complex, it can be difficult to understand both for the C&YP involved and for those around them who want to provide support. Stigma, discrimination and fear of being judged can stop C&YP from disclosing their self harm, making it difficult to keep records and have an accurate idea of scale. It is almost impossible to say how many C&YP are using self harm as a coping strategy, although it has been suggested that 1 in 6 young people have engaged in non-suicidal self harm. The majority of those who self harm do not go on to take their own life but a minority do and a small proportion of people who deliberately self harm themselves are at increased risk of subsequently completing suicide.

School staff do not have to be experts, however by encouraging everyone to have a baseline understanding of self harm it can help eliminate stigma and discrimination, develop understanding of why it happens, how it happens and ensure that C&YP get the help and support appropriate to their needs. Rather than take a blanket approach and train all school staff in the NHS Greater Glasgow and Clyde endorsed What's the Harm (WTH): Self Harm Awareness and Skills 1 day course, the framework aims to encourage schools to take a staged and planned approach to help equip staff with the self harm knowledge and skills appropriate to their role. This can help target resources appropriately and make best use of staff time.

The completed framework included gives an outline of what a whole school approach to self harm awareness and training could look like in action, however content, resource allocation, staff complement and needs will vary for each school. This approach to self harm awareness and skills training involves all parts of the school community working together and being committed. It needs partnership working between senior management, all staff, as well as parents care givers and the wider community. Self Harm should not stand alone but form part of a whole school approach to mental health and wellbeing, schools should refer the to **Scottish Government's Mental health and wellbeing: whole school approach: framework** to support them evaluate their own mental health and wellbeing approaches and develop plans to identify areas for improvement within the school community.



Deliberate self harm is an act which is intended to cause injury to ones-self but which is not intended to result in death. It is often described by those who self harm as a way of coping with emotional pain and of surviving distressing experiences.

It is not a suicide attempt.

Knowledge and Skills Framework: Self Harm Awareness and Training

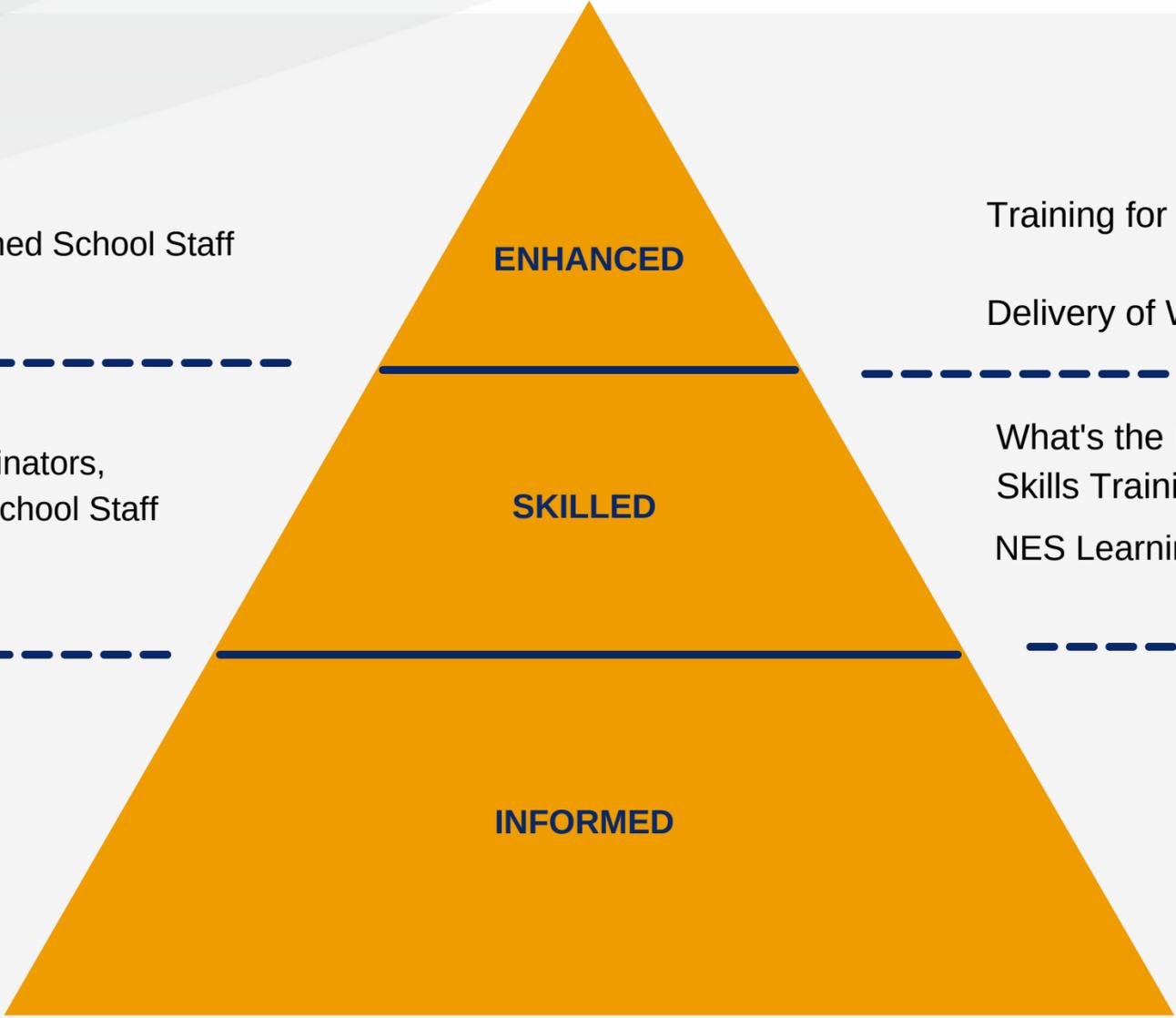
Target Group

Psychological Services and Trained School Staff

Pastoral Care Staff, HWB co-ordinators,
Principal Teachers, & identified school Staff

All school staff

Parents and Care Givers



Knowledge and Skills

Training for Trainers (WTH)

Delivery of WTH 1 day training course

What's the Harm: Self Harm Awareness and Skills Training

NES Learning Byte: **Supporting People at Risk of Self Harm**

Understanding Self Harm e learning

Self Harm Awareness: An Introduction

Self Harm Authority/school guidance

School Mental Health Policy



The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p>INFORMED</p> <p>Baseline knowledge and skills required by all staff working in schools</p>	<p>Primary and Secondary</p> <p>All school staff, can include admin, catering and facilities staff</p>	<p>All staff in contact with C&YP should complete at least biennial update training in self harm: Understanding Self Harm e learning module: access here and/or participate in the Self Harm Awareness 1 hour session delivered by WTH trainers</p> <p>All staff should familiarise themselves with their school/authority/guidance on support C&YP at risk of self harm</p>	<p>A universal approach creates a culture where everyone has a basic awareness of self harm which helps eliminate stigma and discrimination, develop a more understanding community and encourages C&YP to seek support and help appropriate to their needs</p>	<p>All staff have a basic awareness and understanding of self harm</p> <p>All staff know how to respond and what action to take if a C&YP discloses they are self harming</p>	<p>All staff participate in a One Good Adult awareness session. This can be delivered in house by management staff, no training necessary to deliver this. Access the session here</p> <p>Schools and youth organisations deliver One Good Adult activity to C&YP. Access via Resilience Toolkit here</p> <p>Distribute Self Harm Resources and support document during COVID-19 guidance to all staff</p> <p>WTH trainers deliver Self Harm 1 hour awareness session to parents/care givers</p>

The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p>SKILLED</p> <p>Knowledge and skills required by staff who have direct and/or substantial contact with C&YP</p>	<p>Primary Principal Teachers and Health and wellbeing (HWB) co-ordinators</p> <p>Secondary Pastoral Care Staff, HWB co-ordinators</p> <p>Schools may opt to identify other staff to undertake training who can play a key role in supporting implementation of the framework</p>	<p>Identified staff should complete the one day What's the Harm Self Harm Awareness and Skills Training course</p> <p>Pre-requisite: staff must complete the e learning module, Understanding Self Harm, before progressing to the one day training course or have attended a one hour Self Harm Awareness session delivered by a WTH trainer</p>	<p>Health and wellbeing is the responsibility of all, however targeting training at staff dealing with the pastoral care needs of C&YP or those who have a lead role in HWB or other roles provides them with a wider understanding of self harm when used as a coping strategy</p>	<p>All identified staff are trained in WTH and can provide support and understanding to C&YP. They can also act as a key point of contact to support staff who are dealing with the C&YP using self harm as a coping strategy</p>	<p>Schools have 1-2 members of staff trained in WTH</p> <p>Include <u>On Edge: Learning About Self Harm</u> as part of the HWB curriculum. Use with other mental health and wellbeing resources to help create a whole school approach to MHWB. Access the Mental Health Improvement Resources for Schools document <u>here</u></p> <p><u>NHS Education Scotland Learning Byte 4: Supporting People at Risk of Self Harm</u> is directed at people who have substantial contact with those at risk of self harm and/or using self harm as a coping strategy. WTH trainers can facilitate bespoke learning byte sessions with targeted groups of staff and/or parents/carers</p>

The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p>ENHANCED</p> <p>Knowledge and skills required by staff who have direct contact with staff working with C&YP</p>	<p>Psychological Services</p> <p>Education staff who are trainers in WTH</p>	<p>Educational Psychologists deliver What's the Harm: Self Harm Awareness and Skills training to all staff identified in the skilled level</p> <p>Educational Psychologists deliver WTH Training for Trainers (T4T) course to staff identified across schools</p>	<p>Enables Local Authority areas to build self harm capacity across the system and ensure all schools have staff trained in WTH</p> <p>Through training and collaborative working Psychological services can help staff have a wider understanding of the self harm behaviour of C&YP</p>	<p>Psychological services in partnership with education staff trainers run a rolling WTH training programme to include new staff and to ensure schools maintain their quota of staff trained in WTH</p> <p>Database of staff trained in WTH</p> <p>Training data shared with NHSGGC Self Harm Forum to support wider training data</p>	<p>Reserve 3-4 training places for partners working with schools</p> <p>WTH trainers attend yearly Self Harm forums facilitated by Psychological services (1.5 hours) to share practice, discuss challenges and update on policy developments and progress</p> <p>Biennial review and update of self harm school/authority guidance</p>

Useful Resources, Websites and Helplines

Resource	Descriptor	How to Access
Mental Health E learning Opportunities	The NHS Greater Glasgow and Clyde Mental Health Improvement Team e learning document shares a selection of free online mental health learning opportunities across the life course	Download at NHSGGC MHI Team website Please note this document is updated on an ongoing basis. Please visit the website to keep up to date
NHS Education for Scotland	Offer a range of trauma related (free) learning resources to help develop a more trauma informed and responsive nation and workforce	Download at NES website
LifeSigns	Provide a range of useful factsheets including one for teachers and lecturers. Please note the fact sheets are free to print and to distribute, as long as you do not edit or change them	Download at Life Signs

Useful Resources, Websites and Helplines

Resource	Descriptor	How to Access
Heads Up	A NHS Greater Glasgow and Clyde Mental Health Website providing information on self harm and includes advice and tips on ways on how people can cope and get help	Download at Heads Up
Young Minds	Provides information on coping with self harm and suicidal feelings. Crisis Text service also available 24/7 Text YM to 85258 and a Parents Helpline: 0808 802 5544 Mon – Fri 9.30am – 4pm	Download at Young Minds

Useful Resources, Websites and Helplines

Resource	Descriptor	How to Access
Self Injury UK Helpline	For women of any age or background affected by self-injury, whether their own or that of a friend or family member	Call 0808 800 8088 , open Tuesday, Wednesday and Thursday, 7pm – 9.30pm
Calm (Campaign Against Living Miserably) Helpline	Provide free phone and WebChat support	Call free 0800 58 58 58 , 5pm - midnight daily
Breathing Space Helpline	For people experiencing low mood, depression or anxiety	Call free 0800 83 85 87 Mon-Thurs 6pm – 2pm and weekends Friday 6pm to Monday 6am
Samaritans Helpline	A free and confidential support to anyone, any age	Call free 116 123