

Your Mental Health First Aiders (MHFAiders®) are here for you

Mental Health
First Aider

MHFA England



Helen Barnes
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Jon Gray
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Daisy-Mae Greenaway
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Connor Mills
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**There are plenty of different types of support out there, and
an MHFAider® can help you access them.**

MHFAiders® are a point of contact if you, or someone you are concerned about, are experiencing poor mental health or emotional distress. They are not therapists or psychiatrists but they can give you initial support and signpost you to appropriate help if required.

If you have any questions about Mental Health First Aid at ALNS, please contact any of our MHFAiders® during office hours using the details above.



What a Mental Health First Aider..

Mental Health
First Aider

MHFA England



DOES

Provide initial support

Offer a calm, non-judgemental listening ear to someone who may be experiencing poor mental health or emotional distress

Listen and reassure

Allow people to talk openly, validate their feelings, and help reduce anxiety or distress in the moment.

Encourage professional help

Signpost individuals to appropriate support such as a GP, counsellor, occupational health, or external services and resources.

Promote self-help strategies

Share information about coping strategies and wellbeing resources where appropriate.

Recognise warning signs

Notice early signs of mental ill health and respond appropriately, including escalating concerns if there is risk of harm.

Maintain confidentiality

Respect privacy, sharing information only when there is a safeguarding concern or risk to the individual or others.

Be a point of contact

Help create a mentally healthy culture by being visible, approachable, and supportive within the school.



DOES NOT DO

They are not therapists or counsellors

They do not diagnose conditions, provide therapy, or offer clinical treatment

They do not fix problems

Their role is to support and guide, not to solve personal, medical, or workplace issues.

They do not give medical advice

They do not recommend medications or replace professional healthcare services.

They do not take responsibility for ongoing care

Long-term mental health support remains the role of qualified professionals.

They do not pressure someone to talk

Conversation is voluntary — they respect boundaries and readiness.

They are not the sole support system

They do not replace HR, senior leadership, or external services.

They do not keep information secret if someone is at risk

Confidentiality is overridden where there is concern about safety or safeguarding.





Email Do's and Don'ts



Consider your audience



'Reply All' to group emails unless it's appropriate



Be mindful that everyone's working hours are different



Feel obliged to read or reply to emails received outside of your usual working hours



Use the Staff Bulletin to communicate All Staff messages



Use the 'All Staff' email group as a default for communicating All Staff messages



Use a descriptive heading so that it is clear what the email is about



Use the House email groups to circumnavigate the approval of 'All Staff' emails

Wellbeing

Community

Support

Compassion



Our Wellbeing Strategy

Everyone is responsible for their own wellbeing.

By working collaboratively, we aim to help every member of staff with their wellness by supporting, appreciating and developing our team to ensure staff enjoy a positive work life balance. We aspire to create a culture and climate where everyone feels supported and valued.

This will be led by the Wellbeing Group which is made up of volunteers from staff across the whole school.

Here to Listen...



Your Mental Health First Aiders Are:

Helen Barnes
hbarnes.alns@salterns.org

Jon Gray
jgray.alns@salterns.org

Daisy-Mae Greenaway
dgreenaway.alns@salterns.org

Connor Mills
cmills.alns@salterns.org

Your Wellbeing Coordinator:

Kathryn Murphy
kmurphy.alns@salterns.org

Kathryn is your Wellbeing Coordinator. Please feel free to contact her should you have any ideas, feedback or questions surrounding wellbeing.

There is also a Wellbeing Group where anyone is welcome to join! This group meets once a half term for 45 minutes.



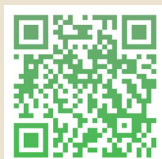
Staff Benefits

- Appraisal Policy
- Blue Light Card Eligibility
- Childcare Vouchers
- Complimentary Fruit & Biscuits
- Cycle to Work Scheme
- Discount For Teachers Eligibility
- Employee Assistance Programme
- Five Year Service Leave Increment for Support Staff
- Free Eye Tests
- Free Flu Jab On-Site
- Free On-site Parking
- Free Tea & Coffee
- Incremental Pay
- Opportunities to Partake in School Trips
- Pensions
- Professional Learning Programme
- Respectful Email Protocols
- Staff Bike Sheds
- Staff Buddy System for New Staff
- Staff Mental Health First Aiders
- Staff Mentorship
- Unions
- Use of our In-School Gym

Have you applied for your Blue Light Card?



Have you applied for Discount for Teachers?



Wellbeing Suggestions Form



Need Some Extra Support?



Hub of Hope

