

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

Mental Health  
First Aider

MHFA England



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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..



## 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



 <p><b>Consider your audience</b></p>	 <p><b>'Reply All' to group emails unless it's appropriate</b></p>
 <p><b>Be mindful that everyone's working hours are different</b></p>	 <p><b>Feel obliged to read or reply to emails received outside of your usual working hours</b></p>
 <p><b>Use the Staff Bulletin to communicate All Staff messages</b></p>	 <p><b>Use the 'All Staff' email group as a default for communicating All Staff messages</b></p>
 <p><b>Use a descriptive heading so that it is clear what the email is about</b></p>	 <p><b>Use the House email groups to circumnavigate the approval of 'All Staff' emails</b></p>



# 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.**



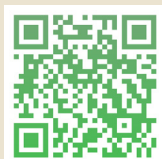
## Staff Benefits

- 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

