

**A Whole Establishment Approach  
to Self-harm Awareness and  
Training for Early Years and  
Schools**

**A Knowledge and Skills  
Framework**



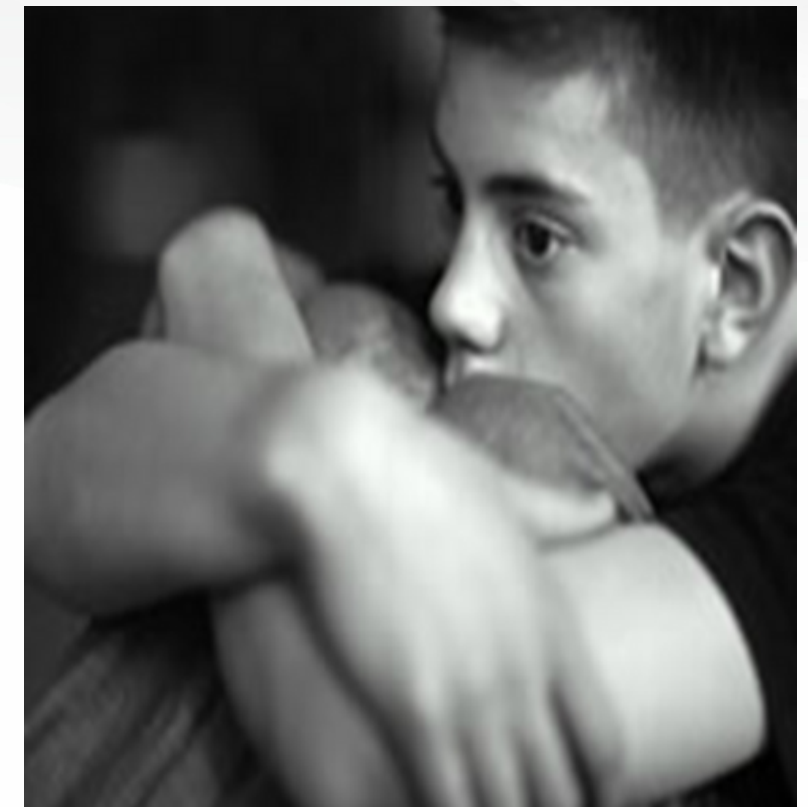
# INTRODUCTION

The Knowledge and Skills Framework: a whole establishment approach to self-harm awareness and training for early years and schools 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, Early Years, Primary and Secondary Schools to consider 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), parent or care giver is in distress or immediate danger.

Self-harm is a growing public concern. Self-harm is complex and it can be difficult to understand both for the individual involved and for those around them who want to provide support. Stigma, discrimination and fear of being judged can stop people 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 individuals are using self-harm as a coping strategy, although data estimates that 1 in 6 people aged 16-24 have self-harmed at some point in their lives. 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.

Early years, primary and secondary 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 parents, care givers and C&YP get the help and support appropriate to their needs. Rather than take a blanket approach and train all education staff in the NHS Greater Glasgow and Clyde endorsed What's the Harm (WTH): Self-Harm Awareness and Skills 1 day training course, the framework aims to encourage education establishments 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 example of a whole establishment approach to self-harm awareness and training in action, however content, resource allocation, staff complement and needs will vary for each establishment. This approach to self-harm awareness and skills training involves all parts of the education 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 establishment approach to mental health and wellbeing, staff should refer to the [Scottish Government's Mental health and wellbeing: whole school approach framework](#), [Children and Young People's Mental Health and Wellbeing: a professional resource for all school staff](#) and the [Trauma Informed Practice Toolkit](#) to support them evaluate their own mental health and wellbeing approaches and develop plans to identify areas for improvement within their establishment.



**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 Education Staff

Early Years staff, Pastoral Care staff, HWB co-ordinators, Principal Teachers, or identified staff

All early years, primary and secondary 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](#)

Self-harm e learning opportunities

Self-harm Awareness: An Introduction

Self-harm Authority/school guidance

Early Years/School Mental Health Policy

**ENHANCED**

**SKILLED**

**INFORMED**



# The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p><b>INFORMED</b></p> <p>Baseline knowledge and skills required by all staff working in early years and schools</p>	<p><b>Early Years, Primary and Secondary</b></p> <p>All staff, can include admin, catering and facilities staff</p>	<p>All staff should complete at least biennial update training in self-harm: MindEd offer a range of e learning opportunities, access <a href="#">here</a> and/or alternatively staff complete the Self-harm Awareness 1 hour session delivered by WTH trainers</p> <p>All staff should familiarise themselves with their self-harm establishment/authority/guidance</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 parents, care givers and C&amp;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&amp;YP/parent/care giver discloses they are self-harming</p>	<p>All primary and secondary staff participate in a One Good Adult awareness session. This can be delivered in house by management staff, no training required to deliver. Access the session (12) <a href="#">here</a></p> <p>Schools and youth organisations deliver One Good Adult activity to C&amp;YP. Access via Resilience Toolkit <a href="#">here</a></p> <p>WTH trainers deliver self-harm 1 hour awareness session to parents and care givers</p> <p>Share self-harm resources document with staff. Download <a href="#">here</a></p>

# The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p><b>SKILLED</b></p> <p>Knowledge and skills required by staff who have direct and/or substantial contact with C&amp;YP and parent/care givers</p>	<p><b>Early Years</b> Head Teacher, Depute Head, Team Leader</p> <p><b>Primary</b> Principal Teachers and Health and wellbeing (HWB) co-ordinators</p> <p><b>Secondary</b> Pastoral Care Staff, HWB co-ordinators</p> <p><b>Early years and schools may opt to identify other staff to undertake training who can play a key role in supporting implementation of the framework</b></p>	<p>Identified staff should complete the one day What's the Harm Self-harm Awareness and Skills Training course. Staff are encouraged to complete the one hour introduction session delivered prior to attending the one day training (delivered by WTH trainer)</p> <p>Staff unable to access or commit to the one day training course can access the self directed learning resource <a href="#">NHS Education Scotland Learning Byte 4: Supporting People at Risk of Self-Harm</a>. This is directed at the wider public health work force who have substantial contact with those at risk of self-harm and/or using self-harm as a coping strategy. There are a five learning bytes and learners are encouraged to complete all five. Access <a href="#">here</a></p>	<p>Health and wellbeing is the responsibility of all, however targeting training at staff dealing with the pastoral care needs of C&amp;YP and parents/care givers 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 or have completed the NES Learning Byte and can provide support and understanding to C&amp;YP, parents and care givers. They can also act as a key point of contact to support staff who are dealing with the C&amp;YP/parents/care givers using self-harm as a coping strategy</p>	<p>Early years and schools have 1-2 members of staff trained in WTH</p> <p>Upper Primary and Secondary schools Include <b><u>On Edge: Learning About Self-harm</u></b> 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 <a href="#">here</a></p> <p><b><u>NHS Education Scotland Learning Byte 4: Supporting People at Risk of Self-Harm</u></b>. WTH trainers can facilitate bespoke learning byte sessions if there are challenges with releasing staff to attend the WTH one day training course</p>

# The Framework in Action: Exemplar

Level	Staff Group	Expectation	Rationale	Outcome	Good Practice
<p><b>ENHANCED</b></p> <p>Knowledge and skills required by staff who have direct contact with staff working with C&amp;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 early years, primary and secondary schools</p>	<p>Enables Local Authority areas to build self-harm capacity across the system and ensure all early years and schools have staff trained in WTH</p> <p>Through training and collaborative working Psychological services can help staff have a wider understanding of self-harm</p>	<p>Psychological services in partnership with education staff trainers run a rolling WTH training programme to include new staff and to ensure early years and 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 collection</p>	<p>Reserve 3-4 training places for partners working with early years and 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 <a href="#">NHSGGC MHI Team website</a>  Please note this document is updated on an ongoing basis. Please visit the <a href="#">website</a> to keep up to date
NHS Education for Scotland	Offer a range of free trauma related learning resources to help develop a more trauma informed and responsive nation and workforce	Download at <a href="#">NES website</a>
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 <a href="#">Life Signs</a>

# Useful Resources, Websites and Helplines

Resource	Descriptor	How to Access
NHS Inform Scotland	Provides information on self-harm including signs, causes and treatment.	Visit <a href="#"><u>NHS Inform Scotland</u></a>
Young Minds	Provides information on coping with self-harm and suicidal feelings.  Crisis Text service also available 24/7 Text YM to <b>85258</b> and a Parents Helpline: <b>0808 802 5544</b> Mon – Fri 9.30am – 4pm	Visit <a href="#"><u>Young Minds</u></a>



# Useful Resources, Websites and Helplines

Resource	Descriptor	How to Access
Calm (Campaign Against Living Miserably) Helpline	Provide free phone and WebChat support	Call free <b>0800 58 58 58</b> , 5pm - midnight daily
Breathing Space Helpline	For people experiencing low mood, depression or anxiety	Call free <b>0800 83 85 87</b> Mon-Thurs 6pm – 2pm and weekends Friday 6pm to Monday 6am
Samaritans Helpline	A free and confidential support to anyone, any age	Call free anytime <b>116 123</b>
Childline Helpline	For children and young people, for whenever they need support or advice. It is open 24/7, and there are many ways to get support	Call free anytime <b>0800 1111</b>