

2023
V3



Suicide Safety & Prevention Policy

What is Suicide?

Suicide is death caused by injuring oneself with the intent to die. A suicide attempt is when someone harms themselves with any intent to end their life. Attempted suicide is where an individual harms themselves but they do not die because of their actions. Many factors can increase the risk for suicide or protect against it happening/re-occurring.

Suicidal thoughts can range from being preoccupied by abstract thoughts about ending one's life, to thinking about methods of suicide, or making clear plans to take one's life. Means of suicide refers to the method used by an individual to end their own life.

Alarming Statistics

- Suicide is the leading cause of death in young people under the age of 35 in the UK. Suicidal thoughts are common among young people, with as many as one in four reporting that they had thought about taking their own life and an estimated one in ten having made a suicide attempt.
- In February 2021 it was reported that at least 7% of young people have attempted suicide by the age of 17.
- Statistics also show that considerably more males than females will take their own life. The number of suicides also rise as young people approach their late teens to early 20's.
- Further, research shows that the number of students disclosing a mental health problem in their first year has increased 5-fold in the past 10 years.
- 9% of under 20-year-olds who died have been looked after children.

The following factors can increase an individual's risk of suicide:

- Family factors such as mental illness
- Abuse and neglect
- Relationship breakdown
- Domestic Abuse
- Bereavement and experience of suicide
- Bullying
- Suicide related internet use
- Debt and financial insecurity
- Academic pressures (especially related to exams)
- Social isolation or withdrawal
- Physical health conditions that may have social impact
- Alcohol and illicit drugs
- Mental ill health, self-harm, and suicidal ideas, post traumatic stress disorder, bi-polar disorder, schizophrenia, anxiety disorder, depression.

Why are students vulnerable?

Students are vulnerable because not only is this a time of significant change but also it is the peak age of onset for many mental disorders. Other contributory factors include contagion – exposure to suicide and self-harm - as well as a known tendency for clustering of suicidal behaviour in young people. There is a media bias towards reporting of suicides in students which may lead to a risk of normalisation of suicidal behaviour.

Suicide occurs across all demographics including age, gender, ethnic background, sexuality, profession etc. Therefore, although this policy focuses, in particular on students, it also takes account of the needs of all members of the Debut community.

How suicide affects others

Suicide causes a ripple effect with up to 124 people connected with the deceased, including spouses, parents, siblings, friends and acquaintances, co-workers, and healthcare providers.

Debut's Role

This policy is intended to assist suicide prevention by encouraging a culture of hope, compassion, and connectedness, enhancing confidence in dealing with the subject of suicide, and reducing stigma around suicidality and its contributing factors. We recognise that we play a vital role in helping to prevent suicide, and particularly young suicide, want to make sure that our students and staff are as suicide safe as possible and ensure that all our staff including Directors, tutors, support staff, the students themselves and other key stake holders are aware of our commitment to be a suicide-safer provision.

Debut Academy believes that every suicide is a tragedy. We acknowledge that thoughts of suicide are common among young people and also that that suicide is complex. There are a number of contributory factors surrounding a suicide and the reasons are often complex and individual to that person. However, we believe that there are lessons that may be learned from each death that may help prevent future deaths. The policy cannot cover all eventualities and it is recognised that not all suicide is preventable. The policy aims to minimise suicide and attempted suicide in so far as is possible.

Postvention

Postvention means interventions taking place after a suicide has occurred to address the care of bereaved survivors, caregivers, and health care providers; to destigmatize the tragedy of suicide and to assist with the recovering process; and to serve as a secondary prevention effort to minimize the risk of subsequent suicides due to psychological responses including contagion. Postvention efforts also enhance suicide prevention by providing support to the survivors.

Suicide Cluster

The term “suicide cluster” describes a situation in which more suicides than expected occurring terms of time, place, or both. It is difficult to precisely define a cluster. A suicide cluster usually includes 3 or more deaths; however, 2 suicides occurring in a specific community or setting (such as a college) in a short time period should also be taken very seriously in terms of possible links and impacts (even if the deaths are apparently unconnected), particularly in the case of young people.

Stigma

Debut recognises that the stigma surrounding suicide and mental illness can be both a barrier to help seeking and a barrier to offering help. Debut is committed to tackling suicide stigma. In our language and in our working relationships, we will promote open, sensitive talk that does not stigmatise and perpetuate taboos. This will include avoiding the use of language which perpetuates unhelpful notions that suicide is criminal, sinful, or selfish. We know that unhelpful myths and misconceptions surrounding suicide can inhibit people in seeking and finding appropriate help when it is most needed. Information about language to use around suicide is set out in Appendix A.

Compassionate Community

As a college we recognise that students and staff may seek out someone whom they trust with their concerns. We want to play our part in supporting anyone who may have thoughts of suicide. We aim to have a compassionate community of students and staff which encourages disclosure of distress, and which identifies, signposts, and follows up those who are getting into difficulty.

The Importance of Safety

We know that people who are having thoughts of suicide may or may not also be behaving in a way that puts their life in danger (suicide behaviours). People experiencing suicidal thoughts are potentially at risk of acting on these thoughts. Those who are already engaging in suicide behaviours are also clearly at risk of death or harm. Debut wants to work with our students and staff who may be thinking about suicide or acting on their thoughts of suicide. We want to support them, working in partnership with other professionals where this may enhance suicide safety/prevention. Talking about suicide does not in itself create or worsen risk We will provide our students and staff with opportunities to speak openly about their concerns with people who are ready, willing and able to support them. We want to ensure it is possible for everyone to do so safely. This will be in a way that leads to support and help where this is needed. We will do all we can to refrain from acting in a way that stops anyone from seeking the help they need when they are struggling with thoughts of suicide.

Support

We will provide a range of support for our staff and students which is accessible and culturally appropriate for those who are experiencing difficulties. This supplements but does not replace statutory support available. We will keep our support services under regular review to ensure that they remain relevant and appropriate.

Free Signposted Counselling Provision

Debut understand that individuals who are at risk and have sought help from their GP and referrals have been made to a mental health team usually have to wait a considerable time for any counselling or CBT support. Debut may provide free counselling for up to 5 sessions with a qualified counsellor who they have access to. Individuals can take up this offer of free counselling as an interim whilst waiting for referral counselling to begin. If the individual is under 18, then consent from both them and their parent/guardian to accept free counselling referral by Debut will be sought. We also have an in-house trained Counsellor who provides appointments monthly so staff/students can book appointments to access support.

Safety Plan Booklet

Debut has also adopted a 'Keeping Myself Safe' Booklet as a safety plan for individuals. A safety plan is a tool for helping someone navigate suicidal feelings and urges. It is also a way for support staff and the individual being supported to plan how to communicate and check in with each other going forwards. This booklet assists with strategies for coping with suicidal thoughts and acts as a distraction. A copy of this booklet is provided in Appendix B at the end of this policy.

Communication

We recognise the importance of openness and will encourage students to involve parents, guardians and others whom they trust early if they are feeling distress. We encourage good communication between all parts of the college who are involved with student welfare. We will ensure that we signpost all the available support available to staff and students in all relevant areas of the college such as departments, managers, personal tutors, volunteers, temporary staff, offsite staff and learners. This includes both support provided by the college and that available externally. Above all, we promote an awareness that staff are not dismissive of any communications a learner has, however brief, about suicidal thoughts and to treat it seriously.

Smooth Transitions

We recognise that transition into the college can be hard for students and Debut will work together with other schools/colleges/provisions or outside agencies in our area to help enable a smooth transition between educational settings. This includes making the onboarding process reassuring and their first weeks in college welcoming, providing access to help easily.

Misconduct, Hate Crime, Bullying and Harassment

We aim to prevent all forms of misconduct, hate crime, bullying and harassment as these actions can potentially have an effect on someone's mental health and can lead to suicidal thoughts. We will take action to educate and inform students and staff on these matters so that we promote open, inclusive, accessible communities. Our Anti-bullying, Anti-harassment & Victimisation Policy reflects the college's commitment to the importance of mutual respect and dignity of all staff, students, visitors, and members of the learning community in their work and interactions with others. We will undertake appropriate campaigns and review our reporting and recording systems to ensure they are fit for purpose.

Alert

We aim to be alert to signs and vulnerabilities and have systems in place to ensure that patterns of difficulty are noticed where possible. Staff receive training on safeguarding topics which includes recognising changes in behaviour/demeanour of learners and other staff.

Awareness

We will ensure that all staff have access to training which increases awareness around suicide and enables them to signpost students and colleagues appropriately and we will provide support mechanisms for staff at intervention and postvention level. We will raise awareness around openness, spotting the signs, appropriate language and similar throughout the college community. We will ensure that our wellbeing and student support staff receive help to develop their skills in recognising when a person may be close to suicide and working in such a way as to enhance safety at all times, whether suicidal thoughts are disclosed or not.

Information Sharing

We will keep our policies around consent and information sharing under review in order to balance the safety of those and risk against individual autonomy.

Support Pathways

We will ensure that we have clear and collaborative pathways to support distressed students both within the college and externally to local NHS services and that these pathways are kept under review.

Postvention

Our leadership team will be clear about how we will respond in the event of a suicide. Each member of our response team will have a defined responsibility within our plan including leadership, family liaison and any communications with external agencies, including the media. The college will be aware of the importance of the most appropriate way to communicate regarding a suicide. It will take into account the Samaritans' Media Guidelines for Reporting Suicide. Our Leadership Team will understand what a suicide cluster is and know when to be concerned that one may be emerging. It will be aware of and pay heed to the guidance issued by Public Health England 'Identifying and responding to suicide clusters: A practice resource'.

Equality

Consideration is given to the protected characteristics of all people groups identified in the Equality Act 2010. The protected characteristics are gender, age, race, disability, sexual orientation, religion/belief, pregnancy and maternity, and marriage/civil partnership. The college recognises the need for specific measures to ensure the safety of each of these groups.

Health & Safety

Health and safety implications have been considered during the drafting of this policy and are incorporated (where necessary) into the policy.

Human Resources

Impact on staff has been considered during the drafting of this policy. Staff have the provision of access to counselling.

Committed Suicide

Suicide hasn't been a crime since 1961. Using the word 'commit' suggests that it is still a crime (we 'commit' crimes), which perpetuates stigma or the sense that it is a 'sin'. Stigma shuts people up – young people will be less likely to talk about their suicidal feelings if they feel judged. Helpful language to use when talking about an attempted suicide.

Attempted to take their life

Attempted suicide and Engaged in suicide behaviours is unhelpful language to use when talking about an attempted suicide.

Unsuccessful or failed suicide

People who have attempted suicide often feel, “I couldn’t even do that right... I was unsuccessful, I failed”. In part this comes from unhelpful language around their suicide behaviour. Any attempt at suicide is serious. People should not be further burdened by whether their attempt was a failure, which in turn suggests they are a failure. It’s not that serious: Every suicide attempt is serious. By definition: they wanted to take their own life. **All suicide attempts must be taken seriously as there is a risk to life.** An attempt tells us that the person was in so much pain they no longer wanted to live. This is serious.

Attention seeking

This phrase assumes that the person’s behaviour is not serious, and that they are being dramatic to gain attention from others. However, suicide behaviour is serious. People who attempt suicide need attention, support, understanding and help. It was just a cry for help: This dismissive phrase belittles the person’s need for help. They do indeed need you to help: they are in pain and their life is in danger. They may feel they are not being taken seriously, which can be dangerous.

Unhelpful language to use when asking about suicide

You’re not thinking of doing something stupid /silly are you? This judgemental language suggests that the person’s thoughts of suicide are stupid or silly, and furthermore, that they are stupid or silly. When faced with this question, most will deny their thoughts of suicide, for fear of being viewed negatively. This is dangerous. You become someone it is not safe to talk to about suicide.

Responding to a suicide attempt

If the danger for self-harm seems imminent, ensure that your colleague is not left alone and call 999.

- Notify the designated safeguarding lead immediately.
- Stay with the person (or ensure they are in a private and secure place with another caring person, this may be somebody known to them) until professional help arrives. Once professional help arrives, ask the person if you would like you to remain with them or not.
- Help by asking the person if there is anyone they would like to call. Offer space for them to make this call.
- Contact HR and Directors to inform them what is happening.
- Be available to provide prompt, accurate information to emergency services, as they respond.

What does 'Being There' for someone involve?

The needs of a person struggling with suicidal thoughts will depend on their circumstances. A supportive presence that is free of judgement is essential. This creates a safe space for them to feel their feelings and express themselves (if they want to). If the person does share their feelings, it is usually better to listen and respond with open questions – not advice or opinions. The most important thing is to let the person know you will support them, without judgement, as far as you are able to. You can also offer help with practical things they might need in the moment, like getting them a glass of water, calling the GP or getting in touch with their friends or family (with their permission).

Safety Plan (Keeping Myself Safe Booklet)

When they are feeling able to think about next steps for looking after themselves, you can suggest you make a 'safety plan' together. A safety plan will lay out steps for coping in a crisis and help them make sure they have the support they need going forwards. You can complete one together, and both keep copies to refer to. At Debut the Safety Plan is called 'Keeping Myself Safe Plan' and it can be found at Appendix B.

Usually, a DSL or Debut Counsellor will be the appointed staff member to provide support will complete this plan with the individual.

Signposting

SAMARITANS - 24 hour confidential listening service providing emotional support for anyone in crisis. Tel: 116 123 <https://www.samaritans.org/#>

CALM – Confidential and anonymous support for men. Tel: 0800 585858 <https://www.thecalmzone.net/#>

PAPYRUS – Confidential helpline for under 35 years at risk of suicide or anyone concerned about a young person. Tel: 0800 068 4141 <https://www.papyrus-uk.org/#>

LGBT SWITCHBOARD – listening service for the LGBT community via phone, email or instant messaging. Tel: 0300 330 0630 <https://switchboard.lgbt/#>

HPFT SINGLE POINT OF ACCESS – mental health support anytime of the day or night whether you are experiencing a mental health crisis, need mental health support or just want to talk 0800 6444 101 <https://www.hpft.nhs.uk/get-help/#>

SHOUT – free crisis text service for anyone, anywhere <https://www.crisistextline.uk/>

KOOTH – free safe and anonymous online support for young people
<https://www.kooth.com/>

NHS HELP & ADVICE – help with suicidal thoughts <https://www.nhs.uk/mental-health/feelings-symptoms-behaviours/behaviours/help-for-suicidal-thoughts/>

MIND – charity organisation that supports individuals with mental health or anyone who is supporting another person <https://www.mind.org.uk/information-support/guides-to-support-and-services/crisis-services/helplines-listening-services/>

Please refer to Debut's linked policies below for additional information regarding Safeguarding Standards & Suicide Prevention:

- Anti-Bullying, Anti-Harassment and Victimisation Policy
- Code of Conduct – Staff Policy
- Code of Conduct – Learner Policy
- Complaints Policy
- Counselling Policy
- COVID policy
- Confidentiality and Disclosure Policy
- Data Protection/Privacy Policy
- Disciplinary Policy
- Employer (Work Based) Support & Expectation Policy
- Equal Opportunities & Inclusion Policy
- Freedom of Information Policy
- Guidance Policy
- Health & Safety Policy
- Health & Wellbeing Policy
- Induction Procedure – Staff Policy
- Induction Procedure – Learners Policy
- Internal Quality Assurance (IQA) Policy
- Learner Support & Super Group Policy
- Learner Positive Behaviour Management Policy
- Learner Contribution & Learner Voice Policy
- Meetings Policy
- Mentoring – Staff Policy
- Mentoring – Learner Policy
- Observation of Teaching, Learning & Assessment Policy
- Prevent Policy
- Quality Assurance Policy
- Safer Recruitment Policy
- Staff CPD/Personal Development Training Policy
- Staff Confidentiality Policy
- Teaching & Learning Policy
- Whistle Blowing Policy

Policy Revision

Issue 03 - Updated November 2023

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Appendix A

The Language around Suicide Language helps as well as harms. Using sensitive and appropriate language can help build awareness and understanding to increase empathy and support. Helpful language to use after a suicide You could say Ended their life Killed themselves Died by suicide Took their own life Unhelpful language to use after a suicide Successful suicide Talking about suicide in terms of success is not helpful. If a person dies by suicide, it cannot ever be a success. We don't talk about any other death in terms of success: we would never talk about a 'successful heart attack'.

Appendix B – is on the next page.

My Keeping Safe Plan

THIS PLAN IS TO HELP YOU WHEN TIMES ARE DIFFICULT

Name	
Date Plan Started	

This safety plan is for you to complete and keep in a safe place of your choosing. Then if at times when you feel unwell or are having thoughts of suicide, your plan is complete and ready for you to put into action.

MY SAFEGUARDING CONTACT AT DEBUT ACADEMY IS:

Linda Edwards

01268 560552

Safeguarding Mobile : 07774 196187

linda@debutacademy.com

My Safety Plan

When thoughts of feeling extremely low, harming myself or suicide are overwhelming, staying safe for even 5-10 minutes takes a great deal of strength.

This plan is to use during those times, It isn't a plan for how to rid yourself of thoughts of harming yourself, it looks at staying safe **RIGHT NOW** so that you still have the chance to fight another day and access support for whatever is impacting on those thoughts overall.

These thoughts and feelings can change, it doesn't mean you will feel like this forever. Let's concentrate on what you can do **RIGHT NOW**

Why do I want to stay safe?

What are the reasons I don't want to harm myself or die today? Are there people or animals that make me want to stay safe? Do I have hope that things might change? Am I afraid of dying? Do I want to stay alive just for right now?

Making my environment safer

Whilst I am focusing on safety, how can I make it harder to act on any plans I might have for harming myself or suicide? Where can I put things I could use to harm myself so they are harder to get to if I feel overwhelmed?

This does not mean having to get rid of them forever. It is because I am looking at staying safe right now. If these things make it harder for me to do this, I want to make it harder to use them. This will give me time to connect to that part of me that does not want to harm myself.

Making What might make it harder for me to stay safe right now and what can I do about this?

Do I use any drugs, alcohol, or medication to cope? These can make it harder to stay safe if they make me more impulsive or lower my mood. What can I do to make these safe?

If I have acted on thoughts of harming myself or suicide before, what makes it harder to stay safe that I might need to consider while staying safe today?

Do I have any mental health concerns or symptoms that make it harder to stay safe? How can I help with these?

What are the warning signs or triggers that make me feel more out of control?

What can I do right now that will keep me safe?

What coping strategies can I use? What has worked in the past? Is there anywhere I can go that will feel safe? What can I do to help calm and soothe myself? What activities can I do to distract myself?

What can I tell myself (as an alternative to dark thoughts)?

What would I tell a friend if they were feeling this way?

What strengths do I have that I can use to keep myself safe?

What strengths do I have as a person and how might this keep me safe?
What do people who care about me say about this? Am I creative?
Determined? Caring? Do I have faith or any positive statement I use for
inspiration? How can I use this in my plan to stay safe right now?

Who can I reach out for help?**Who else do I know that can I reach out for help?**

This can be family members, friends, relatives, school/college staff.

Please fill in contact information below:

Friend(s)
Relative(s)
Healthcare Professional(s)

Who else do I know that can I reach out for help?

A safe place I can go when I am having suicidal thoughts is:

Friend(s)
Relative(s)
Healthcare Professional(s)

If I still feel suicidal and out of control:

I will go to A&E Department
If I cannot get there safely, I will call 999 (112,911)