

# Staff Training Audit: Mental Health & Wellbeing

## Mapping your school to the UK DfE Whole-School Approach



Goal: To ensure your school has a tiered "web of support" that meets DfE standards, where every staff member knows their level of responsibility.

Staff Category	Training Level	Key Responsibilities
SLT / Designated Lead	ADVANCED (Level 4 Strategic)	Lead MH strategy; report to Governors; manage the mental health budget and policy.
DSLs / Pastoral Heads	INTERMEDIATE (Practitioner)	Manage complex cases; design internal referral pathways; coordinate with external medical/care providers.
Class Teachers / Tutors	INTRODUCTION (Foundational)	Early identification of distress; building resilience in the classroom; understanding the school's MH policy.
Support / Admin Staff	INTRODUCTION (Foundational)	Recognising "frontline" signs of student or parent anxiety; supporting the school's inclusive ethos.

### Gap Analysis: The DfE Audit

Review your school's current standing. If you cannot answer "Yes" to these, your Senior Mental Health Lead (SMHL) should prioritise the Advanced training pathway.

1. Leadership: Do we have a lead who sits on (or reports directly to) the Senior Leadership Team specifically for Mental Health? [Yes / No]
2. Staff Support: Do we have a formal process to support the mental health of our own staff? [Yes / No]
3. Impact Tracking: Do we use a validated tool to measure the impact of our wellbeing interventions? [Yes / No]
4. Student Voice: Are students involved in the design and delivery of our wellbeing strategy? [Yes / No]

### How to use this Audit for your CPD Planning:

- **For Parity:** To match UK standards, at least one member of your SLT should hold the **Advanced Strategic Certification**.
- **For Safeguarding:** Your **Designated Safeguarding Lead (DSL)** and Inclusion Manager should hold **Intermediate** certification to ensure mental health and safeguarding are integrated.
- **For Culture:** We recommend **10% of teaching staff** or **all Year Leads** complete the Introduction level to ensure early-warning signs are never missed.

### Next Step: Secure your 2026 places

Return this completed audit to [lily.blakeledge@rootofit.com](mailto:lily.blakeledge@rootofit.com) for a free 15-minute consultation on how to build your bespoke training package.