



# Psychological Safety Plan



All adult participants in the Youth Mental Health and Addiction Champions (YMHAC) Initiative provincial training have a role in supporting the psychosocial safety of attendees. This document provides an overview of the roles, responsibilities and process individuals appointed to a Safety Lead (SL) and Student Safety Lead (SSL) role will use to support the well-being of youth who may experience psychosocial distress during the training.

## ROLES:

1. **Safety Lead (SL):** appointed members from the YMHAC advisory committee who have formal experience providing psycho-social support.

★ **Student Safety Leads (SSL):** appointed school personnel (i.e., social work, teacher etc.) attending training with students.

NOTE: Public health staff attending the YMHAC training without school board personnel will identify a SSL from their respective health unit to support their students attendees while at the centralized training.

## SAFETY LEADS (SL) RESPONSIBILITIES DURING AN INCIDENT:

- ★ In instances where school personnel do **not** accompany student attendees, SL work with SSL (in this case appointed PH Staff), to provide basic psychosocial support to students until they are linked to an external support (i.e., ambulance, ACT team etc.).
- ★ In instances where school personnel are present, SL will act as an additional resource support to the SSL, but will not take lead in psychosocial support interventions.
- ★ Follow up with students immediately who may leave the YMHAC training sessions abruptly or display signs of distress (i.e., crying, emotional distress).





## STUDENT SAFETY LEADS (SSL) RESPONSIBILITIES:

- ★ Acts as the initial point person for the local site to support youth experiencing emotional distress.  
NOTE: the SL will recognize an issue and notify the SSL for support.
- ★ Assesses student needs and ability to continue with YMHAC training.
- ★ Follows up with student family contact and/or school administrators during and post student crisis during the training to ensure proper support for student in their local environment.
- ★ May provide additional follow-up/support to students post training.



## REPRESENTATIVES FROM PUBLIC HEALTH UNITS:

- ★ Prior to attending training confirm:
  - Confirm school board protocol/policies regarding psychosocial support of students.
  - Review this document with your school contact and other adults attending training.
  - Notify students of SSL lead for your site.
- ★ If students **are** attending with school personnel, confirm names of school staff who will be the Student Safety Leads (SSL).
- ★ If students **are not** attending training with school personnel, appoint a Public Health staff attending the training into a SSL role.
  - Identify who the local school and/or school board contact will be for follow-up purposes.
  - Ensure you have an emergency family contact identified for students.

Schools:

- ★ Appoint/identify which school staff member will be the SSL for your attending students and communicate this with your public health leads for the YMHAC Initiative.



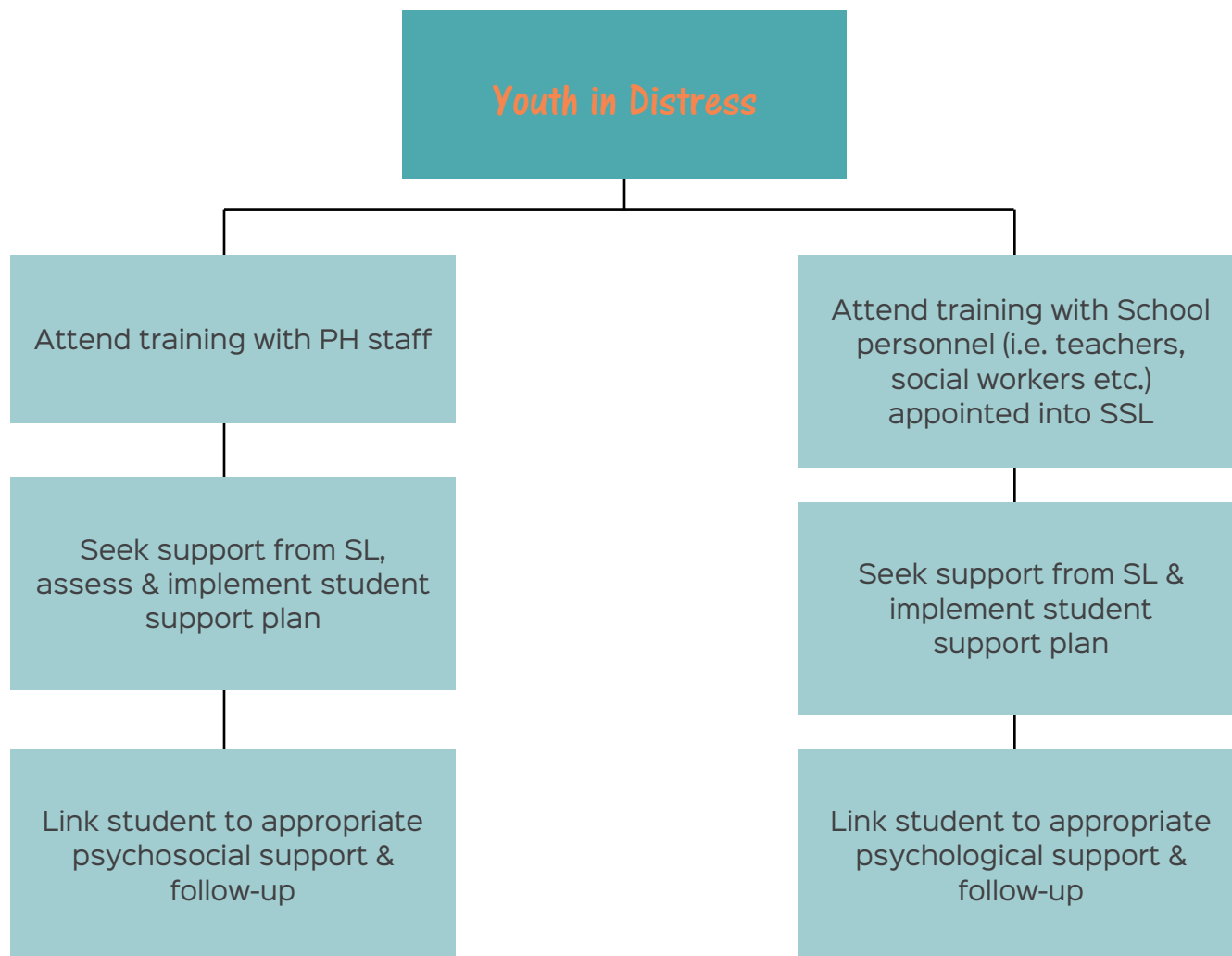


- Schools with large numbers of students attending the training may need to appoint at minimum of two people.
- ★ Ensure students are aware of who has been appointed as their SSL.
- ★ Implement your student support plan as per your school board protocol (i.e. contact parents, notifying administrators etc.).



## PROCESS

Figure 1 provides an overview of action steps that will be used to support youth experiencing psychosocial distress during the YMHAC training.





## MORE GUIDELINES FOR SL/SSL

- ★ SL/SSL will monitor for signs where participants identify they need support.
- ★ SL/SSL will use designated rooms (i.e. located in the main training room or near sleeping area) to support youth experiencing emotional distress).
- ★ Students experiencing distress will be assessed to determine their ability to continue using reflective listening principles.
  - Student support plan will be implemented according to board policies.
  - Student will be linked to appropriate support depending on assessment outcomes.

For Participants:

- ★ Participants will learn about the psychological safety plan, identify SL and SSL and the safety room during the housekeeping portion of Day 1 of training.
- ★ During the training participants will Learn about ‘thumbs up/down’ code to let ‘safety’ person at exit know you are ok.

“If at any time during the training, you are not feeling safe, please let an adult know. There is also a safety room located outside these main doors. Please let an adult know you are going to this room, particularly the ‘safety person’ seated at the exit”.

## LOCAL RESOURCES

### 1. Headwaters Health Care Centre

100 Rolling Hills Dr, Orangeville ON L9W 4X9 · Orangeville  
+1 519-941-2410  
<http://www.headwatershealth.ca/mentalhealth>

### 2. Peel Children’s Centre – Crisis Response Service

\*\*\* Youth up to age 18\*\*\*  
Ph: 416-410-8615  
85 A Aventura Court,  
Mississauga, ON L5T 2Y6





NOTE: for youth up to the age of 18 that may be struggling with the content of the training and need to speak with someone that day, our Crisis Response Service would be available as it operates 24 hours a day, 7 days a week. The caller will initially speak with the call centre for our crisis service who gathers basic information, and a crisis worker would call them back within 20 minutes. If the caller does not want to leave any identifying information, they can stay on the line and will be patched through to speak to a crisis worker. If a visit in person is required, this could be discussed with the crisis worker and it is possible that the visit may be able to occur that day or the following day. If counseling service beyond the crisis intervention are required, the Crisis Worker can help connect them to other services.

### 3. Peel Crisis Services

\*\*\* Adult over the age of 18\*\*\*

PH: 905-278-9036

NOTE: If an adult over the age of 18 is struggling with their own mental health concerns, they could access the Peel Crisis Service. Peel Crisis Service also provides telephone crisis response and has the option to meet with the caller in person, as needed.

### 4. Tangerine Walk In Clinic

- a) Associated Youth Services of Peel – Tuesday 9 am – 8 pm (Last walk in at 6 pm)  
160 Traders Blvd. East, Suite 100, Mississauga, Ontario, L4Z 3K7
- b) Peel Children’s Centre – Wednesdays 9 am – 8 pm (last appointment at 6 pm)  
NOTE: French services available  
85A Aventura Court (SE corner of Hurontario St/Derry Rd intersection)  
Mississauga, Ontario, L5T 2Y6.





## STUDENT SAFETY LEADS FOR CENTRALIZED TRAINING



| Health Unit | School Contact<br>(Complete if school staff will not be attending provincial training) | Student Safety Protocol in Existence (Yes/ No) | Student psycho-social protocol in existence (Yes/No) | School personnel attending training (Yes/No) | Name of School personnel attending training responsible for student safety | Other |
|-------------|--|--|--|--|--|-------|
|             |  |  |  |  |  |       |

