

SUICIDE PREVENTION

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GROVE Neurodivergent Mentoring & Education LTD.

Company Number: 14550180.

Registered Address: 86-90 Paul Street, London, England, EC2A 4NE.

Registered in England & Wales.

RECORD OF UPDATES:

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DATE:	BY WHOM:	DETAILS:

GROVE Neurodivergent Mentoring & Education (hereafter “GROVE”) is committed to providing services at the highest standard, in a safe and happy environment. Everything we do is guided by our values:

NEURO-AFFIRMING CONNECTION COMMUNITY GROWTH

This policy applies to all staff (employed, contractors, consultants, volunteers and other personnel that is associated with GROVE – together “**Staff**”), as well as any third parties who enter into business or voluntary relationships with GROVE.

CONTACT IN CASE OF CONCERN:

- If someone is in **immediate danger** please phone **999 first** then follow GROVE’s procedures outlined below and in our Child Protection and Safeguarding Policy and Procedure documents.
- **GROVE CEO/DSL:** Jessica Garner safeguarding@grOve.org (staff must follow GROVE’s procedures).

POLICY AND PROCEDURES

1. Look for signs:

From Papyrus: “There is no exhaustive list of ‘invitations’ but the following could all be indicators that someone is experiencing thoughts of suicide:

- changes in behaviour (loss of interest/withdrawal, giving away possessions),
- physical indicators (weight loss, lack of interest in appearance),
- expressing thoughts or feelings (Hopeless, sad, guilty, worthless)
- words/language being used (“I can’t take it anymore”, “Everyone would be better off without me”)
[How do I know if someone is suicidal? | PAPYRUS UK \(papyrus-uk.org\)](https://www.papyrus-uk.org)

2. Ask:

Are you experiencing thoughts of suicide?

From Papyrus:

- “Firstly, it is important that you try to stay calm and listen to the person – hear them out. Avoid judgement, regardless of what’s going on. Suicide should always be taken seriously.
- Ask open questions to get an understanding of what is happening for them and how it is making them feel. Remember that, regardless of what has happened or your opinion on this, it is making a person think about ending their life. So, it’s important to listen and take them seriously.
- Don’t judge, offer platitudes (‘things will pick up’, ‘Life’s too short’ etc.), or try to fix everything. It has taken that person a lot of courage to be open and honest with you, it is important that you take what they say seriously and without judgement.
- Empathic listening is key here – ask open questions and show that you’re listening by reflecting on what they say and clarifying what they mean. Don’t jump in with solutions – allow them to express their problems first.
- Don’t minimise their feelings by saying it’s ‘just a phase’, ‘you’ll grow out of it’, or ‘why is that even bothering you?’ Take time to imagine what it’s like for that person, and focus on their feelings and their experiences – not your own.
- Give them space and time, or, if they feel unable to speak at that time, acknowledge the importance of what they’ve said and arrange a time to talk. As hard and as painful as it might be to listen, you need to hear their reasons for wanting to die before you can focus on reasons for living.
- It’s absolutely ok to not know what to say! You’re a human being too and what you’re hearing might be terrifying for you, as well as the individual. If you don’t know what to say – be honest and tell that person. Reassure them that you are glad they told you – this can be far more empowering and genuine than making something up. If you’re honest with them, they’ll be honest with you.

What if they won’t talk?

Not everyone will be ready to have a conversation about their mental health/ suicidal thoughts. By starting the conversation, you are letting that person know that they can open up to you when they are ready.

Make sure you respect their choice, give them several opportunities to engage in the conversation, and make them aware that they can come to you if they do want that conversation in the future.” [Asking someone if they feel suicidal | Papyrus UK \(papyrus-uk.org\)](#)

3. Refer:

- If they are in **immediate danger** call **999** and **keep the young person online** but mute yourself whilst speaking to the operator. You must tell the young person you are calling for help.
- Only if possible whilst you have the young person online, contact the parents/legal guardians and the DSL (Jess Garner) **after** calling 999.
- Follow GROVE’s Child Protection & Safeguarding Policy and Procedures **immediately** after.
- You must refer even if you suspect, have a ‘gut feeling’ or are concerned. It is better to refer than ignore any of these feelings even if the young person has denied thoughts of suicide.

IMPORTANT: You must not keep suicidal thoughts confidential – you are obliged to act upon these following GROVE’s Child Protection & Safeguarding Policy and Procedures.

SIGNPOSTING: For you, for concerned parties and for the young person:

- The **NSPCC** helpline is available to *anyone* who has a concern about a child. Email help@nspcc.org.uk or phone 0800 800 5000.
- **Childline** offers free, confidential advice and support whatever the child or young person’s worry, whenever they need help. Email childline.org.uk or telephone 0800 1111.
- **Papyrus** has a helpline open 24 hours a day available for young people and concerned others:
 - Call: [0800 068 4141](tel:08000684141)
 - Text: [88247](tel:88247)
 - Email: pat@papyrus-uk.org
- You can also contact the child’s local **Children’s Social Services/Child Protection Services** and speak to the local authority designated officer (LADO). Find the details for the local council here: [Find your local council - GOV.UK \(www.gov.uk\)](#)
- You can contact the police for non-emergencies on **101**.
- [Shout Crisis Text Line](#) – you can text them directly, 24 hours a day, by sending ‘SHOUT’ to 85258.
- [Young Minds Crisis Messenger](#) (specifically for people under 19) – you can text them, 24 hours a day by sending ‘YM’ to 85258.
- [The Samaritans](#) – a 24-hour helpline specialising in those who feel suicidal. You can call 116 123.
- [Campaign Against Living Miserably \(CALM\)](#) – a helpline, open every day, from 5pm to midnight. You can call 0800 585858.
- [Papyrus](#) – a helpline for people under the age of 35 years old. Open every day, from 9am to midnight. Call 0800 068 4141 or text 07860 039967.
- [Childline](#) – a helpline for children and young people under the age of 19. You can call 0800 1111 and this number is completely free and doesn’t appear on your bill.
- [SOS Silence of Suicide](#) – a helpline for all, open every day from 4pm to midnight. You can on 0300 1020 505.

