

Learner Health and Wellbeing Policy



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Learner Health and Wellbeing Policy

1. Policy Statement

B2W aims to create a safe and caring environment where the physical, mental and emotional health and wellbeing of staff and learners is a top priority. Our Learning Philosophy focuses on the importance of emotions in the learning process.

Our approach is to enable all our learners to become responsible adults and to maintain and improve their own health and wellbeing and learn how to achieve a good work-life balance. We do this through the main curriculum, the tutorial curriculum and extra-curricular activities and events.

We recognise that sometimes learners face difficulties and challenges while on programme which impact on their health and wellbeing and therefore on their chances of success and progression. We respond to these situations in a responsive and sensitive way with the needs of the learner at the heart of the process.

Being active in supporting health and wellbeing, is a key element in the achievement of academic performance and strengthening our wider communities.

2. Purpose

The purpose of this policy is to maximise the physical, mental and social wellbeing of all learners and to promote a safe and healthy environment where teaching and learning can take place.

3. Scope

This policy applies to the health and wellbeing of all learners engaged with B2W. This also includes apprenticeships and may also include learners in the application or transition phase prior to starting programmes, where they are in contact with B2W staff.

4. Responsibilities

As members of B2W, we are all responsible for:

- Being mindful of the health and wellbeing of learners, looking for opportunities to encourage them to develop healthy habits
- Providing and maintaining a safe learning environment for learners
- Ensuring learners know who to talk to if they need support or welfare information
- Informing a safeguarding team member if any student is at risk of, or has experienced harm

Teachers and tutors (coaches) are responsible for:

- Looking for opportunities in their teaching and coaching activities to address health, wellbeing and work-life balance
- Providing personal support to learners and for referring learners to IAG Officers or Additional Support Mentors if they have concerns

The Designated/Deputy Designated Safeguarding Leads are responsible for:

- Reacting to learner concerns and referring to additional internal or external agency support where necessary

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- Providing safeguarding and optional additional training to all staff to better support learners accessing their courses
- Providing advice and guidance for learners, parents and staff around specific and general health and wellbeing concerns

Our Quality Team are responsible for:

- Delivering a range of health and wellbeing related events throughout the year to educate and provide opportunities to access additional support
- Providing additional pastoral support to enable those struggling with their health and wellbeing to remove barriers to learning
- Ensuring that learners with disabilities and medical conditions get the adaptations, adjustments and support they need to maintain their wellness

5. Commitment Statement

Equality, Diversity and Inclusion

We are committed to the accessibility of the Health and Wellbeing curriculum, support and events and enrichment programme that represents the learners and all nine protected characteristic groups.

Tutorial Personal Development - The Wellness Curriculum

All learners to have a minimum of one hour every week to receive information outside of their academic studies. The tutorial content will support development of learners by:

- Delivering an online wellness curriculum which covers dimensions of wellness: Physical, intellectual, emotional, social, spiritual, environmental, financial and occupational
- Emphasising responsible engagement with others in a variety of contexts, such as with peers, trainees in work placements and as active citizens. It includes personal and social skills
- Supporting learners to understand how to better manage and understand their behaviour and how it impacts on others, increasing tolerance and respect in the communities we operate in
- Looking after any learner and their own welfare, keeping everyone safe from all forms of bullying and harassment, including cyberbullying. This includes how well learners know how to protect themselves and where they can report or get support should they become a victim or witness any incident that impacts their wellbeing
- Providing a personal tutor for every student to provide individual support and route the student to Student Services where support with wellness appropriate.

Counselling

All learners have access to counselling services, running in accordance with the British Association of Counselling Practitioners' standards:

- B2W counsellors inform all learners of the service standards prior to offering post assessment appointments
- The counselling service operates with a high level of confidentiality; though matters of a criminal or safeguarding nature will be supported in line with the Safeguarding Policy and procedures

Medical Needs and Accessibility

Every learner requiring additional support to safely study and access their course of study will be offered a support meeting prior to enrolment to put in place:

- Personal risk assessments to safely manage any concerns for a student's welfare
- A personal emergency evacuation plan (PEEP) for those needing assistance in the event of an

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evacuation of the building

- Safe storage of any medication that cannot be self-administered or may cause hazard to other individuals if misplaced

Drug, Alcohol and Substance Misuse

A zero-tolerance policy is in place for learners who choose to bring in, consume or attend college under the influence of illegal substances or alcohol. However, there are many occasions where the reasons for these actions are due to challenging personal circumstances or addiction. Alongside disciplinary processes, B2W will:

- Offer support networks for learners to continue to maintain their health and wellbeing
- Encourage referrals to counselling and/or medical support
- Refer learners, with consent, to supporting agencies and charities, such as Talk to Frank, talking therapies, or their GP.

Fitness to Study and Reside

To keep learners safe and well at college and in residential accommodation, staff must be assured that all learners can study/reside without posing too great a risk to themselves or others by:

- Setting up and holding fitness to study/reside meetings with carers (for learners under 18) with any external support networks such as Adult/Children's mental health teams. Carers and external support networks are invited to attend with consent from the student.
- Implementing personal risk assessments to manage concerns, where learners remain at college

Mental Wellness

We recognise that for many of our learners our programmes come at a stage of life where they are undergoing significant development and change, particularly around their identity and gaining a sense of independence. All of this coupled with increased pressure through social media and study workloads can cause stress. Supporting good mental health is a key element in the delivery of academic performance and developing our learner communities. It is our belief that mental health is just as important as physical health.

Mental illness may be detrimental to a person as it may impact their happiness, productivity and collaboration. Additional support arrangements are put in place for poor mental health or mental illness for:

- Learners who may have challenges with attending, performing or keeping motivated to stay in education during the academic year
- Learners who find themselves involved in an incident due to their mental health
- Victims of bullying or harassment

References This policy complies with the following legislation:

- Equality Act 2010: Guidance
- Special Needs and Disability Act 2001
- Mental Health Act in England and Wales Related policies and procedures

This Policy should be read in conjunction with the following Policies and Procedures:

- Student Behaviour and Disciplinary Policy
- Equality and Diversity Policy
- Student Mental Health Procedures
- Fitness to Study and Reside Procedure
- Counselling Procedures

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- Medical Needs Procedures
- Personal Risk Assessment Procedures