



TITLE		REF [as per register]	VERSION
Fitness to Study and Reside Policy		LSPRO039	3.0
APPROVAL BODY: [as per policy register]		DATE [of approval]	REVIEW DATE
Quality and Relevance Committee		11 February 2025	11 February 2026
LEAD PERSON	Group Director of Student Experience and Safeguarding		
EQIA DATE	10 December 2024	DPIA DATE	10 December 2024

## FITNESS TO STUDY AND RESIDE POLICY

### Policy Statement

Activate Learning is committed to its vision and mission of transforming lives through learning. We achieve this by fostering inclusive environments that promote the development of essential skills and behaviours, preparing learners for higher education, further training, apprenticeships, or employment.

Our Learning Philosophy highlights the critical connection between brain, motivation, and emotions. For children and adults to learn effectively, they must feel safe, secure, and well. Emotions form a cornerstone of our tripartite approach to ensuring learners can engage safely and successfully in their educational journey.

As a Trauma-Informed organisation, we acknowledge the profound impact of mental health and adverse childhood experiences (ACEs). Recognising that one in four people will experience mental ill health in their lifetime and one in five adults have encountered trauma in childhood, we are dedicated to:

- Destigmatising mental health to ensure equitable access to support.
- Building strong links with external mental health services.
- Ensuring all members of our community, regardless of mental health status, have equitable access to opportunities for success and progression.

### Purpose

We recognise that health and wellbeing are integral to learners' ability to study, reside at college, and participate in work placements. This policy and its associated procedures ensure a coordinated and compassionate response when a learner's fitness to study or reside raises concerns. The overarching aim is to safeguard the health, safety, and wellbeing of the learner and the broader college community.

### Scope

This policy applies to all Activate Learning learners, including those in Further Education, Apprenticeships, Higher Education, Adult Education, Activate Learning franchises, college accommodation, 14-16 programmes (in collaboration with partner schools), and those on work placements or other activities representing Activate Learning in the community. It does not cover the pre-enrolment stage where the Admissions Policy applies.

### Responsibilities

The Group Director of Student Experience and Safeguarding holds overall responsibility for this policy, with implementation supported by the Director - Designated Safeguarding Lead, the Mental Health Lead, and Group Directors of Faculty and College.

### Commitment Statement

We understand that learners may face challenges that impact their health, wellbeing, behaviour, and overall chances of success. This policy and its associated procedures are

designed to address circumstances where a learner's fitness to study or reside is of concern.

Key examples include, but are not limited to:

- Behaviour posing a risk to the health, safety, or wellbeing of themselves or others.
- Medical conditions requiring extended absences or causing doubts about fitness to study/reside.
- Situations where continued participation may jeopardise the learner's long-term health or wellbeing.
- Adverse impacts on the teaching, learning, or support of others due to a learner's physical or mental health.
- Behaviour ordinarily addressed as a disciplinary matter but linked to health, wellbeing, or learning difficulties.
- A learner residing in accommodation is unable to demonstrate that they are capable of independent living without causing unreasonable disruption or risk to others or posing a risk to themselves.
- Support needs extending well beyond what can reasonably be expected of Activate Learning or where unreasonable demands are being made of staff or others.

This policy provides a sensitive and flexible framework to respond to these challenges while prioritising the health and wellbeing of the learner and the wider community and may be applied when staff deem the situation serious or when concerns persist despite existing academic or student support resources.

The aim is to provide a suitable response in situations where applying the Student Positive Behaviour Policy or Procedure, or the Student Conduct and Behaviour in Accommodation Procedure may not be appropriate. However, there may be instances where implementing these or other procedures is deemed appropriate, and Activate Learning retains the flexibility to do so, even with concerns about the learner's health or wellbeing.

## **Equality and Diversity**

Activate Learning adheres to the principles of the Equality Act 2010 and engage our best endeavours to remove barriers to success as per our Equality and Diversity Policy, Student Health and Wellbeing Policy, and Health and Wellbeing Procedure for Residential Students.

Where a safeguarding concern is indicated, we will follow our Safeguarding and Child Protection Policy and the Safeguarding – Reporting a Concern Procedure.

Activate Learning take a person-centred approach to supporting learners, dealing with each matter individually and will work collaboratively with the learner, their guardians (where appropriate), academic staff, internal support services, and external agencies, where appropriate. We remain mindful of our duty to data protection and share information on a need-to-know basis.

## **References**

Admissions Policy  
Equality and Diversity Policy  
Fitness to Study and Reside Procedure  
Health and Wellbeing Procedure for Residential Students  
Safeguarding – Reporting a Concern Procedure  
Safeguarding and Child Protection Policy  
Student Conduct and Behaviour in Accommodation  
Student Health and Wellbeing Policy  
Student Positive Behaviour Policy  
Student Positive Behaviour Procedure

## **Appendices**

N/A