



TITLE		REF	VERSION
Student Health and Wellbeing Policy		LS033	3
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Group Executive Team		25/01/2024	25/01/2026
LEAD PERSON		Director of Student Services	
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STUDENT HEALTH AND WELLBEING POLICY

Policy Statement

Activate Learning aims to create a safe and caring environment where the physical, mental and emotional health and wellbeing of staff and students are our priority. Our Learning Philosophy focuses on the importance of emotions in the learning process.

Our approach is to enable all our students to be successful, 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 students face difficulties and challenges 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 student 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 college communities.

Purpose

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

Scope

This policy applies to the health and wellbeing of all students enrolled at, attending or residing in accommodation at an Activate Learning College. This also includes Activate Apprenticeships and may also include students in the application or transition phase prior to attending college, where they are in contact with Activate Learning staff.

Responsibilities

As members of Activate Learning, we are all responsible for:

- Being mindful of the health and wellbeing of students, looking for opportunities to encourage them to develop healthy habits
- Providing and maintaining a safe learning environment for students
- Ensuring students 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 individual support to students and for referring appropriately to internal or external

services for extra support if they have concerns

The Designated/Deputy Designated Safeguarding Leads/Advisers, are responsible for:

- Reacting to student concerns and referring to additional internal or external agency support where necessary
- Providing safeguarding and optional additional training to all staff to better support students accessing their courses
- Providing advice and guidance for students, parents and staff around specific and general health and wellbeing concerns

Student Services, Learning Support and Student Experience staff 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 students with learning difficulties, disabilities and medical conditions get the adaptations, adjustments and support they need to maintain their wellness.

Commitment Statement

Equality, Diversity and Inclusion

We are committed to the accessibility of the Health and Wellbeing curriculum, support, events and enrichment programme to ensure the inclusion of all students with a protected characteristic.

Tutorial - The Personal Development Curriculum

All full-time 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 students by:

- Delivering a personal development curriculum which covers: physical, intellectual, emotional, social, spiritual, environmental, financial and occupational development.
- Emphasising responsible engagement with others and development of social skills in a variety of contexts, such as with peers, trainees in work placements and as active citizens.
- Supporting students to understand how to better manage and understand their behaviour and how it impacts on others, increasing tolerance and respect in the communities our colleges are situated.
- Personal welfare, which includes keeping everyone safe from all forms of bullying and harassment including sexual harassment, cyberbullying, protecting own welfare and where to report or get support should a student 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 additional support with wellness is appropriate.

Counselling

All students have access to on-site counselling services, running in accordance with the British Association of Counselling Practitioners' standards. The service includes:

- Activate Learning counsellors inform all students 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.

Support Needs and Accessibility

Every student 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. This includes:

- Personal risk assessments to safely manage any concerns for a student's welfare

- A plan for learning support for those with identified needs
- A personal emergency evacuation plan (PEEP) for those needing assistance in the event of an 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 students 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, Activate Learning will:

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

Fitness to Study and Reside

To keep students safe and well at college and in residential accommodation, staff must be assured that all students 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 students 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 students remain at college.

Mental Wellness

We recognise that for many of our students the college years 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 college 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:

- Students who may have challenges with attending, performing or keeping motivated to stay at college during the academic year
- Students who find themselves involved in an incident at college 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](#)

Related policies and procedures

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

- [Student Behaviour and Disciplinary Policy](#)
- [Mental Health Matters Here Strategy.](#)

- [Equality and Diversity Policy](#)
- [Student Mental Health Procedures](#)
- [Fitness to Study and Reside Procedure](#)
- [Counselling Procedures](#)
- Medical Needs Procedures
- Personal Risk Assessment Procedures

