**Trinity Specialist College**

**Learner Well Being Policy**



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| **Policy reviewed** |  |
| **Date for next review** |  |
| **Signed by Chair of Trustees:** |  |

# POLICY STATEMENT

At our college, we are committed to supporting the mental health and wellbeing of our learners.

Our culture is supportive, caring, and respectful. We encourage learners to be open and we want each learner to have their voice heard.

At our college, we know that everyone experiences different life challenges, and that each of us may need help to cope with them sometimes. We understand that anyone and everyone may need additional emotional support. At our college, positive mental health is everybody’s responsibility. We all have a role to play.

# POLICY SCOPE

This policy is a guide to all staff, including teachers, trustees, and non-teaching staff. It outlines our approach to promoting learner mental health and wellbeing. It should be read and understood alongside our other relevant college policies.

# POLICY AIMS

The aim of our policy is to demonstrate our commitment to the mental health of our learners.

At our college, we will always:

* Help our learners to understand their emotions and experiences better.
* Ensure our learners feel comfortable sharing any concerns and worries.
* Help young adults to form and maintain relationships.
* Encourage our learners to be confident and help to promote their self-esteem.
* Help our learners to develop resilience and ways of coping with setbacks.

We will always promote a healthy environment by:

* Promoting positive mental health and emotional wellbeing in all learners and staff.
* Celebrating both academic and non-academic achievements.
* Promoting our college values and encouraging a sense of belonging and community.
* Providing opportunities to develop a sense of worth and to reflect.
* Promoting our learners’ voices and giving them the opportunity to participate in decision making.
* Celebrating each learner for who they are and making every learner feel valued and respected.
* Adopting a whole college approach to mental health and providing support to any learner that needs it.
* Raising awareness amongst staff and learners about mental health issues and their signs and symptoms.
* Enabling staff to respond to early warning signs of mental-ill health in learners.

# KEY STAFF MEMBERS

All staff members have a responsibility to promote the mental health of learners and each other. However, certain staff members have a specific role in the process. These are:

* Our Designated Safeguarding Leads
* Our HR & Welfare Manager

If a member of staff is concerned about the mental health and wellbeing of a learner, then in the first instance they should speak to the Designated Safeguarding Lead.

If a learner presents a medical emergency then relevant procedures will be followed, including involving the emergency services.

# TEACHING ABOUT MENTAL HEALTH

Our curriculum is developed to give learners the skills, knowledge, and understanding they need to keep themselves mentally healthy.

We will regularly review our curriculum and lesson content to ensure that they’re meeting the aims outlined in this policy. We’ll also implement this into our curriculum at all stages to provide learners with strategies to help keep them mentally well.

# SUPPORT AT COLLEGE AND IN THE LOCAL COMMUNITY

We have a range of support available in college for any learners struggling, as listed below:

Psychology

Music Therapy

Occupational Therapy

Physiotherapy

There is also a lot of support networks available for young adults in the local community. This includes places such as:

**Adult Mental Health Services**

**Forward Thinking Birmingham**

**Phone: 0300 300 0099**

**Website: www.forwardthinkingbirmingham.org.uk/admin/en/articles/askbeam@childrenssociety.org.uk**

**Pause**

**Phone:** 0207 841 4470.

Child and Adolescent Mental Health Services (CAMHS).

**Anxiety UK**  
  
 Charity providing support if you've been diagnosed with an anxiety condition.  
 Phone: 03444 775 774 (Mon-Fri, 9.30am-5.30pm)  
 Website: www.anxietyuk.org.uk  
  
 **CALM**  
  
 CALM is the Campaign Against Living Miserably, for men aged 15-35.  
 Website: www.thecalmzone.net  
  
 **Depression Alliance**  
  
 Charity for sufferers of depression. Has a network of self-help groups.  
 Website: www.depressionalliance.org  
  
 **Men's Health Forum**  
  
 24/7 stress support for men by text, chat and email.  
 Website: www.menshealthforum.org.uk  
  
**Mental Health Foundation**  
  
Provides information and support for anyone with mental health problems or learning disabilities.  
Website: www.mentalhealth.org.uk  
  
**Mind**  
  
Promotes the views and needs of people with mental health problems.  
Phone: 0300 123 3393 (Mon-Fri, 9am-6pm)  
Website: www.mind.org.uk  
  
**No Panic**  
  
Voluntary charity offering support for sufferers of panic attacks and OCD. Offers a course to help overcome your phobia/OCD.  
Includes a helpline.  
Phone: 0844 967 4848 (daily, 10am-10pm)  
Website: www.nopanic.org.uk  
  
**OCD Action**  
  
Support for people with obsessive compulsive disorder (OCD). Includes information on treatment and online resources.  
Phone: 0845 390 6232 (Mon-Fri, 9.30am-5pm)  
Website: [www.ocdaction.org.uk](http://www.ocdaction.org.uk)

**Papyrus**  
  
Young suicide prevention society.  
Phone: HOPElineUK 0800 068 4141 (Mon-Fri,10am-5pm & 7-10pm. Weekends 2-5pm)  
Website: www.papyrus-uk.org  
  
**Rethink Mental Illness**  
  
Support and advice for people living with mental illness.  
Phone: 0300 5000 927 (Mon-Fri, 9.30am-4pm)  
Website: www.rethink.org  
  
**Samaritans**  
  
Confidential support for people experiencing feelings of distress or despair.  
Phone: 116 123 (free 24-hour helpline)  
Website: www.samaritans.org.uk  
  
**SANE**  
  
Emotional support, information and guidance for people affected by mental illness, their families and carers.  
SANEline: 0300 304 7000 (daily, 4.30-10.30pm)  
Textcare: comfort and care via text message, sent when the person needs it most: http://www.sane.org.uk/textcare  
Peer support forum: www.sane.org.uk/supportforum  
Website: www.sane.org.uk/support  
  
**YoungMinds**  
  
Information on child and adolescent mental health. Services for parents and professionals.  
Phone: Parents' helpline 0808 802 5544 (Mon-Fri, 9.30am-4pm)  
Website: [www.youngminds.org.uk](http://www.youngminds.org.uk)

# SIGNPOSTING

We will ensure that all staff, learners, and parents/carers are aware of the support that’s available in our college for mental health. This includes how to access further support, both inside and outside of college hours.

# IDENTIFYING NEEDS AND WARNING SIGNS

A number of our staff are trained in how to recognise warning signs of common mental health problems. This means that they will be able to offer help and support to learners who need it, when they need it.

These warning signs will always be taken seriously and staff who notice any of these signs will communicate their concerns with the Designated Safeguarding Lead as appropriate.

Staff will be able to identify a range of behaviour and physical changes, including:

* Physical signs of harm.
* Changes in eating and sleeping habits.
* Increased isolation from friends and family and becoming socially withdrawn.
* Changes in mood.
* Talking and/or joking about self-harm and/or suicide.
* Drug and alcohol abuse.
* Feelings of failure, uselessness, and loss of hope.
* Secretive behaviour.
* Clothing unsuitable for the time of year, e.g. a large winter coat in summer.
* Negative behaviour patterns, e.g. disruption.

Staff will also be able to identify a range of issues, including:

* Attendance and absenteeism.
* Punctuality and lateness.
* Changes in educational attainment and attitude towards education.
* Family and relationship problems.

Finally, staff will be well placed to identify any additional needs arising from difficulties that may impact a learner’s mental health and wellbeing, such as bereavement and health difficulties.

# MANAGING DISCLOSURES

If a learner discloses concerns about themselves or a friend, to any member of staff, then all staff will respond in a calm, supportive, and non-judgemental manner.

All disclosures will be recorded confidentially and only shared with the appropriate authorities if it’s necessary to keep the learner safe, in line with our Adults at Risk Policy and Safeguarding Procedures.

The disclosure record will contain:

* The date of the disclosure.
* The name of the staff member to whom the disclosure was made.
* The nature of the disclosure and the main points from the conversation.
* Agreed next steps.

# CONFIDENTIALITY

If a member of staff thinks it’s necessary to pass on concerns about a learner, either to somebody inside the college or somebody outside it, then this will first be discussed with the learner. They will be told:

* Who the staff member is going to tell.
* What the staff member is going to disclose.
* Why it’s necessary for somebody else to be told.
* When the contact will be.

However, it may not be possible to gain the learner’s consent first, such as in the case of learners who are at immediate risk or who have difficulty communicating verbally. Protecting a learner’s safety is our main priority so we would share disclosures if we judged a learner to be at risk.

# WHOLE COLLEGE APPROACH

We take a whole college approach towards the mental health of our learners. This means working with parents and carers and with other agencies and partners, where necessary.

WORKING WITH PARENTS AND CARERS

We aim to support parents/carers as much as possible. This means keeping them informed about their young adult and offering our support at all times. To support parents, we will:

* Highlight sources of information and support about mental health and emotional wellbeing that we have in our college.
* Share and allow parents /carers to access further support.
* Ensure that parents/carers are aware of who to talk to if they have any concerns about their young adult.
* Give parents and carers guidance about how they can support their young adult’s positive mental health.
* Ensure this policy is easily accessible to parents/carers.
* Keep parents/carers informed about the mental health training our college staff receive and how mental health is

covered in our college curriculum.

WORKING WITH OTHER AGENCIES AND PARTNERS

As part of our whole college approach, we will also work with other agencies to support our learners’ emotional health and wellbeing. This might include liaising with:

* Adult Mental Health Service.
* Counselling services.
* Therapists.
* Family support workers.
* Behavioural support workers.

# TRAINING

A number of staff will receive regular training in mental health so that they can recognise and respond to mental health issues. This will form part of their regular safeguarding training and is a requirement to keep young adults safe. Training records will be held in staff files.

We will post all relevant information, and additional information, on our college website so staff can learn more about mental health. We will consider additional training opportunities for staff and we will support additional Continuous Personnel Development throughout the year where it becomes appropriate due to developing situations with learners.