



# Mental Health and Wellbeing Strategy 2022-2025

This Strategy forms part of the College's overall Health and Wellbeing Strategy and builds on the work achieved in the previous mental health strategy (2019-2022) which had the key aim of becoming a trauma informed college.

**The aim of this strategy is to support the achievement of the college's vision: "Bringing out the best in you".**

We will engage with our college community including our staff, students, parents and carers, partners and other stakeholders to continue to develop our Mental Health Strategy, deliver our action plan and promote a mentally healthy culture through living our college values of nurturing and enjoyment.



A Trauma Informed College



## FIVE WAYS TO WELLBEING

### Our universal offer for all of the college community



Connect | Be active | Keep learning  
Give to others | Be mindful

#### We will:

- Deliver on the college's annual Health and Wellbeing Action Plan (for staff and students).
- Structure the student enrichment offer around the Five Ways to Wellbeing and offer a wide range of activities to enable choice to meet the five ways.
- Ensure that the enrichment activities are inclusive and accessible for all students.
- Have a workforce who are trained in mental health awareness and have access to up to date resources.
- Deliver a scheme of work and resources through PACE tutorial and iLearn to educate students on maintaining good mental health and wellbeing.
- Promote the universal offer through internal communications, the Health & Wellbeing Champions Group and a team of Student MH&WB Champions.
- Provide for flexible working practices.
- Provide opportunities for the college community to feedback and input to Mental Health and Wellbeing activity and support their own mental health and wellbeing.

## CRISIS PREVENTION

### For those who need intensive support and are at risk of serious harm to themselves

#### We will:

- Recognise that students and staff may experience crisis, periods of poor mental health and suicidal ideation. We will identify and monitor students ensuring they are regularly seen by the Safeguarding and Wellbeing team and staff are supported by the HR team.
- Endeavor to ensure all students are suicide aware and feel able to tell someone if they feel suicidal.
- Ensure all staff are suicide aware by providing information, training and awareness campaigns, and ensuring members of the college community know how to escalate concerns.
- Provide online methods of prevention and alerts to staff to a potential risk.
- Provide trained suicide first aiders throughout our college to act in times of suicide risk.

## HELP AND SUPPORT

### For those who need a little bit more support

#### We will:

- We will recognise that people's health and wellbeing are determined by a range of social, economic and environmental factors.
- We will use social prescribing to support students to take greater control of their own health and wellbeing.
- Work with partners to provide a Social Prescribing Link Worker to deliver the service within the college.
- Make referrals and support students to access a range of local, non-clinical services that will address their needs in a holistic way.
- Facilitate groups and activity within the college for students to access through social prescribing.
- Signpost staff to the Employee Assistance helpline available to them.

## SPECIALIST SUPPORT

### For those who need specialist support to improve their mental health

#### We will:

- Identify students during their enrolment who access specialist mental health support and ensure they are supported in college.
- Provide talking therapy that involves a trained therapist listening and helping to find ways to deal with emotional issues (counselling).
- Have trained Mental Health First Aiders throughout our college to act in times of mental health crisis.
- Provide a Occupational Health Advisor and Employee Assistance support line for staff to access along with a trained HR team for support.
- Provide Supervision for staff in key roles relating to safeguarding and wellbeing.
- Maintain and continue to develop a college-wide trauma informed approach.

## LEADERSHIP AND MANAGEMENT:

#### We will:

- Ensure that a whole college approach is in place with clear roles and responsibilities driven by Governors and lead by the Principal and Executive Director with responsibility for Safeguarding and Mental Health.
- Have a designated Senior Mental Health Lead.
- Develop management skills and a commitment to Mental Health in our management of the college, change processes and operational activity ensuring our students and staff are safe.
- Work with external services and stakeholders to pursue opportunities for funding to support this strategy.
- Develop and embed a whole college trauma informed approach.
- Ensure the provision of a physically and psychologically safe learning and working environment.
- Monitor and assess the impact of the mental health strategy and initiatives delivered.

