

MENTAL HEALTH AND WELLBEING POLICY

1. Introduction

- 1.1. The College recognises that it has specific legal responsibilities towards students whose mental health condition falls within the definition of disability under the law, as outlined in the Equality Act 2010.

2. Policy Statement

- 2.1. This policy applies to all students, including young people and vulnerable adults, as identified below, who participate in any College activities. The College has its own procedures for the maintenance of good order and for safeguarding academic standards which will apply to all students irrespective of their medical condition or specific needs.
- 2.2. Mental Health and wellbeing are of paramount concern to the college. There are, of necessity, limits to the extent of the support which can be provided and it is not the responsibility of the College to replicate services that already exist in the community or provide therapeutic intervention. The college will work collaboratively with external and specialist agencies to ensure that students get the right support from the correct services.

3. Definitions

- 3.1. A “young person” means a person who has attained the age of fourteen and is under the age of eighteen years. (Children and Young Person’s Act 1933)

NB. The Policy only relates to FE and HE students who are over the age of 16. The responsibility for schools’ students remains with that organisation.

Professional Protocols for collaborative and commissioned provision issued by the East Riding of Yorkshire Council and Hull 14-19 Quality Partnership states "That the home institution provides / has a statutory duty of care regarding the health, safety and wellbeing of its learners'

- 3.2. Vulnerable adult

The definition of vulnerable adult that applies to this policy is “a person who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.”

- 3.3. Mental health

Mental health includes our emotional, psychological and social wellbeing. Everyone has mental health, it affects how we think, feel and act. It also helps determine how we handle stress, relate to other and make choices.

3.4. Diagnosed mental health conditions.

A mental health condition is a disorder diagnosed by a medical professional that interferes with an individual's cognitive, emotional or social abilities. For example, mood disorders (such as depression or anxiety), psychotic disorder (such as schizophrenia), eating disorders and personality disorders.

3.5. Periods of poor mental health.

Periods of poor mental health interfere with a person's cognitive, emotional or social abilities but may not meet the criteria for a diagnosable mental health condition. Poor mental health often occurs as a result of life stressors, and are usually less severe and of shorter duration than diagnosed mental health conditions. These often resolve with time or when the individual's situation changes. However, if a period of poor mental health persists or increases in severity, they may develop into a diagnosed mental health condition.

3.6. Confidentiality

Under the guidelines of the Data Protection Act 1998 and 2018 the College has a responsibility to treat sensitive personal information with confidence. However, should information be received, by an officer of the College, that gives cause for concern, it may consider necessary to share this with appropriate external agencies.

4. **Aim**

4.1. The College aims to provide a supportive environment that will help students who experience periods of poor mental health or have a diagnosed mental health condition to realise their full academic potential and to successfully complete their course. The college is committed to facilitating and promoting positive mental health and wellbeing.

4.2. This policy aims to reduce stigma across the college campuses around poor mental health and diagnosed mental health conditions.

5. **Objectives**

5.1. The objectives of this policy are to:

- To operate and monitor the FE and HE Health (incorporating Fitness to Study) procedure.
- To ensure, wherever possible, the safety of students, staff, other persons and the College.
- To comply with the Ofsted Commission for Social Care inspection Further Education Residential Accommodation: national minimum standards (2018).
- To provide a range of inclusive support services, including a Health & Welfare team, a counselling service, a Chaplain and a student support service.
- To liaise with, and refer to, external mental health professionals and services where appropriate.
- To ensure that all college staff have access to comprehensive, up to date, training opportunities that are delivered either in house or in collaboration with external mental health agencies or training providers.
- To encourage students who are experiencing poor mental health to seek support.

- To have in place effective procedures for the disclosure of information in respect to students with poor mental health.
- To have in place a robust and consistent risk assessment process to plan support for students.
- To ensure that the sources of support are clearly communicated to prospective and current students and their families and guardians.
- To promote understanding and recognition of mental health.
- To ensure regular monitoring of all students, to facilitate early identification of risk of poor mental health.

6. Implementation

- 6.1. The Assistant Principal Safeguarding and Residential Services, as a member of the Senior Leadership Group, will ensure commitment to this policy and the effective, confidential and sensitive operation of the associated procedure.
- 6.2. The Head of Student Experience and Health and Welfare Officers will monitor day to day compliance with the policy and the recording of disclosed information.

7. Method of Monitoring

- 7.1. As 6
- 7.2. **Authorship:** Assistant Principal Safeguarding and Residential Services
- 7.3. **Date:** August 2022
- 7.4. **Reviewing Officers:** Head of Student Experience