Document Title	**Health and Wellbeing Policy**
Type of document	Corporate
Brief summary of contents	A policy to provide guidance to staff and learners on the Groups promotion of and available schemes in Health and Wellbeing
SLT member responsible for policy	Deputy Principal/Chief Executive Officer
Date written	3rd July 2020
Date last revised	10th July 2023
This document replaces	Review
Approval route/consultation	Department Head, SLT Member
Head of Department (HOD) responsible for policy	Laura Reid
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Publication location	Public and portals
Date of final approval	13th July 2023
Date policy becomes live	13th July 2023
Review period	Annual
Related documents	Safeguarding for All, Behaviour support and Discipline Policy, SEND Policy, Bereavement Policy, Staff Bereavement Policy and Health & Safety Policy
Training needs	All Staff

This document is only valid on the day of printing

Controlled Document

This document has been created following the RNN Group policy production guidelines. It should not be altered in any way without the express permission of the author or HOD detailed above.

Health and Wellbeing Policy

Version 1.1

10th July 2023

Version Control Table

Date	Version No	Summary of Changes	Changes Made By
3rd July 2020	1.0	Creation of policy	Laura Reid
6th July 2023	1.1	Review of policy	Laura Reid

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1. Scope and purpose

1.1 The RNN Group (hereinafter referred to as the 'Group') is committed to promoting an overarching approach to health, healthy lifestyles and reducing health inequalities through engaging the Group and College Communities. It is committed to providing information, referrals to external health services, creating an environment conducive for positive health and wellbeing, guidance and opportunities for physical activity to promote physical, emotional and mental health and wellbeing.

1.2 To achieve this the Group will follow the Department for Education (DfE) guidance and advice and measure the impact of its approach in line with Ofsted's Education Inspection Framework (EIF). A health-promoting organisation is concerned with health in its broadest sense, extending beyond traditional health education. It is concerned with wider issues such as empowerment, self-esteem and the environment.

2. Policy statement

2.1 Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. (World Health Organisation).

2.2 Wellbeing is defined by the Oxford English Dictionary as "the state of being comfortable, healthy, or happy." However, it is important to realise that wellbeing is a much broader concept than moment-to moment happiness. While it does include happiness, it also includes other things, such as how satisfied people are with their life as a whole, their sense of purpose, and how in control they feel (Mental Health Organisation).

2.3 Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to her or his community. (World Health Organisation).

2.4 The Group aims to promote positive mental health for every member of our staff and student body. The Group pursues this aim using both universal, whole Group approaches and specialised, targeted approaches aimed at vulnerable learners. In addition to promoting positive mental health, the Group aims to recognise and respond to mental ill health. By developing and implementing practical, relevant and effective mental health policies and procedures the Group can promote a safe and stable environment for staff and students affected both directly, and indirectly by mental ill health.

3. Group Aims

3.1 The Group:

- Will access Senior Mental Health Lead training grants, to enable the development, implementation and to sustain a whole college mental health and wellbeing.

- Will promote physical, social and emotional health and help equip learners, staff and families with the skills and attitudes to make informed decisions about their health.
- Will support learners to do their best and build on their achievements.
- Will support staff to achieve their goals and will recognise achievements.
- Is committed to ongoing improvement and development for staff and students.
- Recognises the importance of investing in health to assist in the process of raising children and young people's achievement levels.
- Recognises the importance of investing in staff health and wellbeing by showing a comprehensive commitment to our employee's lives.
- Involves the whole Group and college community, parents, governors, staff and learners in improving people's health, wellbeing and happiness, helping them to get the most out of life.
- Is committed to responding to any medical or health related National health warnings, outbreaks and pandemics.
- Will ensure strong contingency plans are maintained and adhered to in order to prevent the spread of infection in line with government guidance.
- Will provide up to date health and wellbeing advice to all staff and students through varied mechanisms including portals, social media etc.
- Will identify actions that will promote health and wellbeing to all learners and staff.
- Will demonstrate improved learner recruitment, retention and attendance rates.
- Will raise learners' and staff awareness of the consequences of an unhealthy lifestyle.
- Will improve learner and staff involvement in the development of services and activities through various opportunities to allow their voices to be heard e.g. staff voice, staff and learner surveys, learner voice, Student Union, deep dive learner feedback.
- Will develop and improve links with local health professionals/ health services.
- Will develop a healthier workforce.
- Will ensure that appropriate links to safeguarding are in place and are effective.
- Will make Group a better place to work and learn.

4. Mental Health

4.1 1 in 4 people will experience a mental health problem of some kind each year in England. 1 in 6 people report experiencing a common mental health problem (like anxiety and depression) in any given week in England. https://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/ The Group appreciates the effect of mental health on day-to-day activities and wants to provide as much support as possible for both staff and students struggling at any time. Mental Health issues can present in many ways ranging from anger to self-harm, if it is not possible or appropriate to offer support internally, referrals or signposting to more appropriate support will be discussed with the person in need.

5. Bereavement

5.1 The loss of someone can have a massive impact on our emotional and mental wellbeing. This can affect people differently but knowing that support is available can provide some reassurance. The Group has support available to staff and students for these occasions. Policies and procedures relating to bereavement and support are available on the staff and student portals.

6. Provision

6.1 Information regarding access to all support services are available on the staff and learner portals. Activities will be on offer to help make lifestyle choices that are right for them underpinned by health and wellbeing, counselling and mentoring services and advice.

7. The group offer to learners (this includes young people, adults and apprentices)

- A counselling service available to all learners either face-to-face or via telephone appointments.
- Mentoring/welfare service.
- Togetherall/ Kooth/ Qwell – online mental health platform.
- Reflection rooms available at each college campus, a quiet place for spiritual refreshment for people of any religious persuasion or none.
- Signposting and referrals service.
- Themed events through the Group Personal Development curriculum.
- Online information and guidance.
- Enrichment activities.
- Access to onsite gym facilities (where available).
- LGBTQ+ student groups and safe spaces.
- Sexual Health Clinics (external services offering onsite sessions).
- Mental Health First Aiders.
- Staff trained in Trauma Informed Practice.

8. The Group offer to staff

- Dedicated Employee Assistance Programme for all core staff.
- Referral to counselling services available to all core staff.
- Onsite Occupational Health services available to all staff within the organisation.
- Signposting and referrals service.
- Specialist Occupational Health Nurse Manager.
- Dedicated HR support for all long-term absence cases
- Mental Health First Aiders.
- Access to onsite gym facilities.
- Health and wellbeing advice provided for all staff on a regular basis.

- Health and safety advice available on request.
- Health surveillance for high risk areas.
- Health promotion campaigns.
- Access to training around Mental Health including Trauma Informed Practice.

9. Roles and Responsibilities

9.1 Governors:

Should ensure that they receive and act upon recommendations from the Health & Wellbeing Group as appropriate.

9.2 College Senior Leadership Team is responsible for ensuring that:

- Relevant staff are aware of this policy.
- Senior Mental Health Lead to work with key staff to create and monitor an action plan for the whole college approach to mental health and welling.
- All staff have access to training, support and resources, which are appropriate to their role.
- The quality of the provision and outcomes are evaluated through robust self-assessment, taking account of users' views, and use the findings to develop capacity for sustainable improvement.
- Equality and diversity is actively promoted and embedded within all aspects of Group work.
- Bullying and discrimination is challenged.
- Gaps in achievement are narrowed between different groups of learners.
- Safeguarding arrangements meet all statutory and other government requirements, to protect children, young people and learners, promote their welfare and prevent radicalisation and extremism.

9.3 College staff are responsible for promoting and supporting learners':

- Pride in achievement and commitment to learning, supported by a positive culture across the Group.
- Self-confidence, self-awareness and understanding of how to be a successful learner.
- Prompt and regular attendance.
- To follow guidelines for behaviour and conduct, including management of their own feelings and behaviour, and how they relate to others.
- Understanding of how to keep themselves safe from relevant risks such as abuse, sexual exploitation and extremism, including when using the internet and social media.
- Knowledge of how to keep themselves healthy, both emotionally and physically, including through exercising and healthy eating.
- Access to CPD, so that they are well prepared to respect others and contribute to wider society and life in Britain.

9.4. Learners should:

- Be actively involved in and take ownership of their lifestyle choices.
- Attend punctually all planned academic and tutorial and enrichment activities.
- Work cooperatively with staff and fellow learners, respecting the views of others and the principles of equality and diversity.

10. Quality Assurance

10.1 Mechanisms

Action plan and RAG tool to include the development of:
- Clear terms of reference for responsibility.
- Strategic links with health organisations.
- A range of well marketed services and themed events.
- Learner voice in the decision making and informing the service.
- Measure the impact of support and services offered.

11. Links to other Policies, Procedures, Strategies and Documents

This policy should be read in conjunction with the Group's policies and procedures with particular regard to Safeguarding for All, Behaviour Support and Disciplinary Policy, SEND, Bereavement Policy and Health & Safety.

12. Review and monitoring

The Director of Safeguarding and Student Support will review the policy on an annual basis following evaluation of the service.