

# Learners Health and Wellbeing Policy

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## 1. Policy Statement

The Business is committed to ensuring, as far as reasonably practicable, a planned approach to learners personal health and wellbeing. We will positively promote the health and wellbeing of all learners through information and support, maximising opportunities for learners to participate in accessible health and wellbeing initiatives or programmes.

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

- To promote learners health and wellbeing through the Business policies, support services, social media networks and regular health promotion campaigns (including alcohol awareness, diet, exercise, self- management, drug awareness, mental health awareness), and by liaising appropriately with external agencies.
- To prevent, as far as is practicable, those circumstances detrimental to physical and mental health and wellbeing.
- To reinforce the role of the Business in contributing to local and national strategies.

The policy will apply to all learners attending programmes and courses with the Businesses.

This Policy will be our communicated to all learners during their induction phase and a copy will be available at all other times on the Businesses Share Point.

Tutors will be expected to communicate programmes or initiatives at Tutor and Learners visits.

## 2. Procedures

The Business recognises its responsibility to promote an emphasis toward good physical and mental health and wellbeing and therefore it aims to:

- To promote good practice in both physical and mental health and wellbeing activities and share successes across the organisation.
- To provide training for key staff to enable them to implement the health and wellbeing policy
- To provide central support and guidance for individuals and groups.
- To take advantage of training and information sources and actively build relationships with external agencies
- To recognise the limits of what key staff can do and seek advice at the earliest opportunity
- To provide confidential counselling for learners whose wellbeing is affected by either college work or external factors
- To promote health and wellbeing through its policies, support services, information networks and health promotions, including alcohol awareness, diet, exercise, self-management, and by liaising with external agencies
- To encourage Learners to take more personal responsibility for their health and wellbeing and providing opportunities for them to do so choose.
  - British Heart Foundation – Healthy Heart Month
  - Think Pink Week – Breast Cancer Awareness
  - Mental Health Week – MIND
  - Jeans for Genes day
  - World Aids Day
  - Green Awareness Day
  - Testicular Cancer

The Business will identify strategies to reduce stress during preparations for exams and final assessments.

Health and Wellbeing Support Provided by the Business.

The Business will provide support through the area of Learning Support and Enrichment on the following topics by linking with external organisations and professionals:

- A Sexual Health Service
- Drug and Alcohol Services
- Stop Smoking
- Support on Diet and Nutrition
- Mental Health Service
- Learner counselling
- Tips on reducing stress and increasing relaxation
- Physical fitness
- Healthy relationships

### **3. Drug, Alcohol and Substance Misuse**

The Business has a zero tolerance on drugs, alcohol and substance misuse. This policy should be read in conjunction with the Safeguarding Policy and Prevent Policy. If there are reasonable grounds to believe a learner may have drugs on them or are under the influence, the Business will report the learner to the facility manager. However, the Business recognises its duty to educate learners on alcohol and drug related issues in order to assist them to fulfil their legal, personal and social responsibilities.

The Business will raise learners' awareness at induction and at identified times throughout the academic year, of the dangers of drugs, alcohol and substances misuse to their health, and where help can be sought. The legal and professional consequences of drug use will be made clear and learners will be made aware of the help and support available (within and outside the Business) for those with alcohol and drug related problems.

The abuse of drugs is unacceptable to the Business at all times, and the use of any illicit drug is a disciplinary offence as well as a criminal offence.

The Business will ensure those who have drug, alcohol or substance misuse problems will be treated fairly and encouraged to seek assistance.

No one should attend for study in an unfit state because of alcohol or under the influence of drugs, with the exception of medically prescribed drugs. Any student believed to be under the influence will be temporarily suspended and may be subject to the Business's Disciplinary procedures.

Incapacity to study through the consumption of alcohol or illegal drugs is a disciplinary offence.

### **4. Self-Harm and Mental Health**

The term "mental health difficulties" is one which encompasses a wide range of experiences which affect an individual's ability to balance his/her life. The difficulties can range from stress and anxiety through to serious mental health conditions diagnosed and treated by the health services. Staff may identify learners with concerns such as:

- Stress/ anxiety attack
- Depression
- Eating disorder

Changes in behaviour which cause concern

The Business will support learners through a range of services which may include the Business counselling service and/or by referring to external organisations and encouraging the student to seek support from their GP.

We will:

- Maintain a non-stigmatising community
- Ensure each student with a mental health difficulty is seen as an individual, not a problem or a condition
- Uphold confidentiality (wherever safety is not at risk)
- Recognise the limits to what they can do

## 5. Stress

It is recognised that stress is a natural part of life, but when the physiological changes continue for a prolonged period, their effects become detrimental.

Stress can be caused by a wide variety of factors and the effects of possible sources of stress will vary with each student. People react differently to work pressures, and deadlines that may motivate one student may be a source of severe stress to another.

Learners may be subject to pressure both inside and outside of the learning or work environment, and sometimes it may be a combination of these pressures that results in harmful levels of stress.

Staff will be made aware of stress and its effects on individuals, in order for them to improve their personal effectiveness and that of their learners.

Progression Mentors / Personal Tutors will provide support to help develop learners' academic and personal skills such as organisation skills and time management. Staff will check if the student is already known to the Student Assessment and Support team or has a risk assessment. The Support team will refer as required to the Able Futures counselling service government funded agency.

Learners will have access to the Able Futures Counselling Service, in order to assist them in managing levels of stress, anxiety and self-harm.

## 6. Self-Harm

The Business will raise awareness of self-harm and any concerns should be referred to the Progression Mentor / Personal Tutor in the first instance. Progression Mentors / Personal Tutors will consult with the Support team and refer as required to Able Futures Counselling Service and to the Safeguarding Team and external agencies as required.

Staff have an important role in monitoring and reducing the impact of mental health difficulties on the student's ability to study.

### Eating Disorders

The Business is aware that many learners will become aware of their body shape and weight during their teens and as young adults and in some instances this can lead to an eating disorder. Staff must also be aware that learners may be suffering from other conditions such as autism which may affect their eating habits.

Some learners may fast for religious reasons.

Staff who have any concerns about a student should refer to the Personal Tutor in the first instance.

The Personal Tutors will refer as required to the Support team, Able Futures Counselling Service and to the Safeguarding Team and external agencies as required.

## 7. Healthy Eating

The Business wishes to promote healthy eating habits for all learners, as part of general health awareness.

Opportunities will be made available for learners, through health promoting activities including Wellbeing Week.

The Business will encourage learners to eat appropriately and the food outlets of the Business will offer a choice of food which will assist learners in sustaining healthy eating habits.

## 8. Smoking

The Business aims to develop a non-smoking culture but recognises that some learners are smokers. The Business therefore requests that designated smoking areas are used on site. Smoking in non-smoking areas is in breach of policy and there is a total ban on smoking in all buildings.

The Business recognises that smoking is an addiction and aims to provide a supportive environment for those wishing to stop. Reasonable support will be offered to learners to help them to stop smoking. The Business will aim to support those who wish to give up smoking through the NHS Free Quit Smoking support: [https://www.nhs.uk/better-health/quit-smoking/?WT.mc\\_ID=JanQuitSmokingPPC&gclid=CPW53d3Qqu4CFc48GwodqcsIFw](https://www.nhs.uk/better-health/quit-smoking/?WT.mc_ID=JanQuitSmokingPPC&gclid=CPW53d3Qqu4CFc48GwodqcsIFw)

The Business will also run 'No Smoking Day events' to raise awareness.

Advice and counselling can be obtained from Occupational Health providers, GPs and local NHS cessation advisers.

Information on stopping smoking with support from local cessation services will be provided for smokers. Those wishing to use e-cigarettes will be required to follow the smoking policy and only use them in the designated areas.

## 9. Physical Exercise

The Business wishes to promote regular physical exercise for all learners, as part of general health awareness.

Opportunities will be made available for learners through the Business will raise awareness of the benefits of regular physical exercise. Links will be provided to local community clubs.

Opportunities will be made available to learners to participate in various forms of physical exercise with taster events during induction, Wellbeing Week and throughout the Business year.

## 10. Healthy Relationships and Sexual Health

With reference to 'A Framework for Sexual Health Improvement in England March 2013' the Business aims to support the sexual health needs of its learners by providing support through external agencies and the NHS sexual health nurses.

The Business recognises its responsibilities in raising awareness of the key important issues that still need to be addressed in young adults and its role in working with local agencies in the prevention of the following:

- Inappropriate relationships
- Sexually transmitted infections (STIs) including Chlamydia testing and diagnoses
- Teenage pregnancy through under-18 conceptions, by ensuring that people have access to the full range of contraception
- HIV, through prevention strategies and increased access to testing to enable early diagnosis and treatment

The Business aims to build a sexual health culture that prioritises prevention and supports behaviour change by:

- Ensuring that learners know how to ask for help, and are able to access confidential advice and support about wellbeing, relationships and sexual health.
- Ensuring that learners have rapid and easy access to appropriate sexual and reproductive health services
- Ensuring that learners are able to access support to enable them to make informed and responsible decisions, understand issues around consent and the benefits of stable relationships, and are aware of the risks of unprotected sex.
- Ensuring that learners are motivated to practise safer sex, including using contraception and condoms
- Increased availability and uptake of testing to reduce transmission of STIs
- Sexual Health Education for Vulnerable Groups

The Business is committed to ensuring that accessible information and support is made available for young people with learning disabilities and for their parents, including information about sexuality, abuse and consent and practical information about contraception and safer sex where appropriate.

Evidence within government reports indicates that homeless people are at increased risk of STIs and unwanted pregnancies and can come under pressure to exchange sex for food, shelter, drugs and money. Therefore, the Business will have a particular focus on this and other vulnerable learner groups through the Personal Tutors, the Lead Safeguarding Officer and Deputy Safeguarding Officers to ensure early identification of need and support is available.

It is essential that all employees are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, Female Genital Mutilation (FGM) and forced marriage. Further details are available in the Business Safeguarding Policy.

## 11. Appendix Useful Contacts

### Non-Smoking

NHS support website: [www.gosmokefree.nhs.uk](http://www.gosmokefree.nhs.uk)

To find out more about the health and wellbeing benefits of quitting smoking visit:

[www.nhs.uk/Livewell/smoking/Pages/Betterlives.aspx](http://www.nhs.uk/Livewell/smoking/Pages/Betterlives.aspx)

Call the Kent Stop Smoking Service now on 0800 849 4444 or text QUIT to 87023.

For further help to quit, visit [www.wequit.co.uk](http://www.wequit.co.uk) or [www.nhs.uk](http://www.nhs.uk) to find out which services are available near you. QUIT – independent charity website: [www.quit.org.uk](http://www.quit.org.uk) Helpline: 0800 00 22 55

### Drugs & Alcohol Advice

NHS Choices - <http://www.nhs.uk/Livewell/studenthealth/Pages/Smoking,alcoholanddrugs.aspx> KCA -

<http://www.kca.org.uk/>

Change, Grow, Live <https://www.changegrowlive.org/>

East Kent Substance Misuse Team - <http://eastkentdrugandalcohol.org.uk/>

### Other addiction

<https://www.addictionhelper.com/legal-highs/>

Tel: 0800 9159401

### Video Games

<http://www.videogameaddiction.co.uk/help/>

Tel: 08000 886686

### Mental Health

Reviewed – July 2021

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Samaritans - 365 days a year/24 hours a day 0845 7909090  
[www.samaritans.org](http://www.samaritans.org)

Saneline- 365 days a year - 12noon to 11pm weekdays- 12noon to 6pm weekends 0845 7678000  
[www.sane.org.uk](http://www.sane.org.uk)

MIND Mental health charity for England & Wales 0845 766 0163 <http://www.mind.org.uk/>

### **Domestic Violence**

National Domestic Violence Helpline- 7 days a week. 24 hours a day 0808 2000247

[www.refuge.org.uk](http://www.refuge.org.uk)

### **Sexual Health**

Terrance Higgins Trust

<http://www.tht.org.uk/our-charity/Get-help-now>

Tel: 0808 802 1221

### **Eating Disorders**

beat - Beating Eating Disorders

Telephone helplines and email services for people affected by eating disorders, including anorexia nervosa and bulimia nervosa. Youth helpline for people aged under 25. Provide a listening ear, information and literature. Run a network of support groups, postal and telephone contacts throughout the UK. Formerly known as Eating Disorders Association. How to contact:

Phone: 0845 634 1414 adult, 0845 634 7650 youth; youth line open Mon-Fri 4.30pm-8.30pm, Sat 1pm-4.30pm. Email: [help@b-eat.co.uk](mailto:help@b-eat.co.uk) Website [www.b-eat.co.uk](http://www.b-eat.co.uk)