

Mental Health Strategy and Guidance 2023/24

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

1. Statement

WM College is committed to creating and maintaining an inclusive environment. This strategy states the responsibilities of WM College in relation to the wellbeing of staff and learners.

This strategy is in place to help ensure that the College embeds consideration of all individuals when carrying out day-to-day work and provides appropriate strategies that promote and support the mental and emotional wellbeing of learners and staff.

The College wishes to promote and maintain a healthy and safe environment in order that every learner and staff member may maximise the opportunity to achieve their goals. T

6. Confidentiality

A confidential record will be maintained of all concerns raised with a member of the mental health first aid team. The records will be used for the purposes of monitoring wellbeing and escalating concerns where there are multiple reports relating to an individual.

Records of mental health first aid incidents involving learners will be shared and cross-referenced with the Safeguarding team. Designated Safeguarding Leads, all of whom are also mental health first aiders, will use this information to provide consistency of support and signposting.

Records relating to staff members will be accessible by the Mental Health Lead (Director of Learner Services and Executive Designated Safeguarding Lead) only. Contact with HR regarding an individual would only be made where it is believed their safety or those of others are at risk.

Where a staff member has experienced a life event that may affect their wellbeing (e.g. death of a family member), they will be supported and monitored by their line manager and HR. There is no requirement for this to be reported as a mental health concern to the Senior Mental Health Lead.

7. Associated Policies

Safeguarding & Prevent Policy & Procedure Fitness to Learn Policy & Procedure