



COLEG Sir Benfro
Pembroke College

PEMBROKE COLLEGE

Health & Wellbeing Strategy 2019 - 2022



Think MORE
Learn MORE
Be MORE

1. Scope, Purpose & Aims

The College will make the health and wellbeing of our learners & staff an integral part of college life. This strategy will focus on the wider issues of learner and staff wellbeing in order that our College community can thrive. Our Health and wellbeing services are comprehensive in the support they can provide to learners and staff. They are underpinned by partnership arrangements, information and referrals to external agencies.

The health & wellbeing support of our learners exists as part of our Safeguarding policy. Through this strategy we aim to demonstrate the commitment of Pembrokeshire College to improving the wellbeing of learners and staff by raising awareness and support of health, mental health, emotional and wellbeing related issues throughout the College.

As an institution we have welcomed and embraced the Public Health Wales Healthy Colleges/Universities Standards and the AoC Supporting Student Mental Health and Wellbeing in Colleges, alongside the Public Health England Promoting children and young people's emotional health and wellbeing. The College has also introduced in 2019 a series of wellbeing modules that will be made available to all learners and staff.

Through our learning and work environment the College aims to create a positive culture where resilience and wellbeing is the expectation of all. It will endeavour to ensure that learners and staff feel safe, confident, healthy, emotionally resilient and personally fulfilled in their learning and work environment.

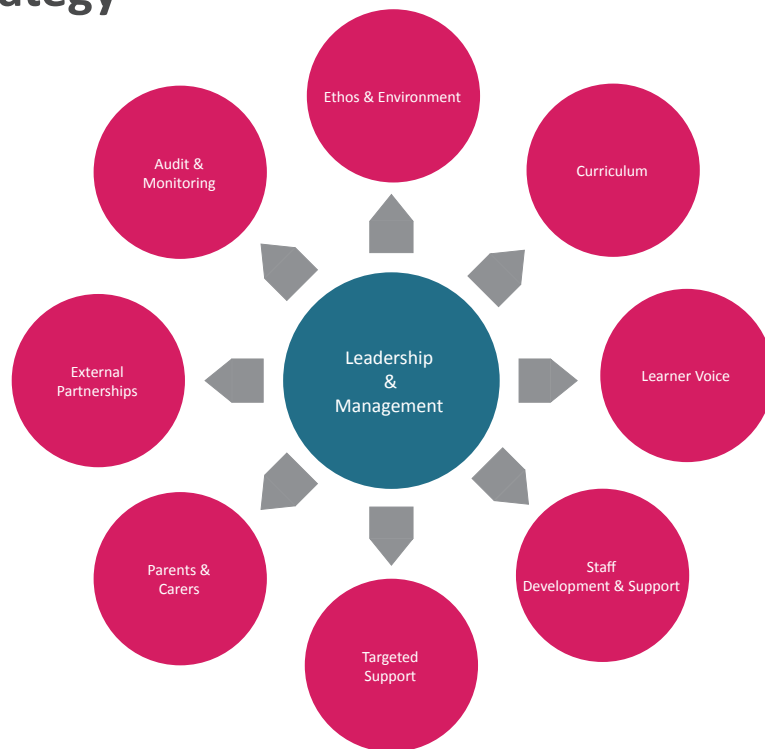
2. Roles & Responsibilities

Roles and responsibilities associated with the Health and Wellbeing Strategy are outlined in the table below:

Role	Responsibilities
Health and Wellbeing Committee	Forum to discuss, consult and communicate how the College supports and manages Health and Wellbeing for its learners and staff.
Designated Senior Person Safeguarding and Wellbeing	For the management and implementation of the Strategy and ensure its compliance with safeguarding legislation.
Aspire	Collate IMPACT information for and from the pilot Wellbeing framework and encourage Health and Wellbeing for staff.
Safeguarding Panel / Curriculum Cluster	Oversee and be responsible for the impact and evaluation of this strategy.
Health Professional Team	To organise, deliver and promote a Health and Wellbeing programme for learners and staff on an annual basis.
Wellbeing Services (Internal & External)	To deliver the services that support Health and Wellbeing to the highest professional standards.

3. Our Health & Wellbeing Strategy

In order to fulfil our strategy, the College will adopt the Thrive model which identifies eight areas of action which will lead to an effective 'whole institution practice' by the College in addressing, wellbeing, emotional health and mental health support needs.



Reference:

Thrive - The AFC–Tavistock Model for CAMHS, Miranda Wolpert et al
https://www.ucl.ac.uk/ebpu/docs/publication_files/New_THRIVE

The Strategy :

- Promotes general healthy lifestyles amongst staff and learners;
- Promotes a feeling of wellbeing, both emotional and physical, and being valued and respected within the College community/environment;
- Supports the appointment of 'Safeguardians' as part of our peer mentoring initiatives;
- Supports the College's internal and external Safeguarding Work, Policies, procedures and processes;
- Supports inclusivity;
- Reflects the Healthy Colleges/Universities initiatives.;
- Promotes healthy eating and increased physical activity for learners and staff;
- Addresses concerns and issues around young people's health and wellbeing to include substance misuse, exposure to violence, prevent, extremism, neglect and poverty; and
- Promotes Anti Bullying through the College's United Against Bullying programme.



The purpose of the Strategy is to provide a framework within which to:

- ensure staff and learners understand the College's commitment to health and wellbeing;
- embed a positive approach to Health and Wellbeing throughout the organisation;
- celebrate our achievements in relation to Health and Wellbeing;
- collect and report on appropriate data relating to staff and student wellbeing, and identify actions required to further promote Health and Wellbeing;
- promote healthy living and raise awareness of the consequences of an unhealthy lifestyle; and
- through partnership working, further develop the range of available services, facilities and activities available to staff and learners.

4. Leadership

The College's Senior Leadership team will ensure that the College is committed to addressing health, social and emotional wellbeing, and will commit to providing the resources to deliver support and services. They will also ensure that in the approval of any improvement plans or policies, (eg safeguarding, confidentiality, disciplinary) that wellbeing is appropriately referenced. Through the role of the College's Designated Safeguarding Person (DSP) they will ensure that a lead is provided in advocating for the needs of learners and in the commissioning of support service/agency arrangements. The DSP will also ensure that the College links with appropriate organisations and identifies alongside professional practitioners, issues and the need to make referrals. The impact of this strategy will be measured and evaluated by:

- Learner Attendance;
- Learner Resilience;
- Social and emotional progress of learners;
- Behaviour, exclusions and disciplinary actions; and
- Outreach services based in the College.

5. College Ethos and Culture

The College's Health and Wellbeing strategy acknowledges the time that learners and staff spend within the physical, social and emotional environment of the College. The College's relationship with its learners and staff is paramount and they are at the centre of all that the College seeks to achieve. The relationships that staff have with learners will be critical in promoting learner wellbeing and through the College's motto we will endeavour to assist learners to 'think more, learn more and be more'. The College ethos is one of positivity and through its safeguarding culture it will promote a culture of safe practice. The ethos of the College will also seek to ensure that conditions are in place to support positive behaviours for learning and successful relationships.

The ethos of the College is one of mutual respect, tolerance, learning and successful relationships between learners and staff. There is a culture of inclusiveness and communication that ensures that learners' concerns can be addressed.

The environment of the College will seek to nurture and encourage learners' feelings of self worth and self efficacy, reducing the threat of bullying and violence and one that promotes positive behaviours. Emotional wellbeing is key to ensuring that our learners achieve their full educational potential and become responsible individuals, well prepared for life beyond the College.

6. Curriculum, Teaching and Planning

The College will through the delivery of the Mental Health Modules and the College's Counselling service offer programmes in social and emotional learning which will assist learners to develop the skills they need to make good academic progress as well as benefiting their Health and Wellbeing. The curriculum will where possible integrate the development of social and emotional skills within all subject areas (these skills include resilience, problem solving, coping, conflict management/resolution and understanding and managing feelings). A curriculum will be provided that promotes positive behaviours and successful relationships and helps to reduce any disruptive behaviour and bullying.

7. Learner Voice

The College through its Learner Voice activity involves learners in decisions that can impact on them and can benefit their emotional Health and Wellbeing by helping them to feel a part of the College and wider community and have some control over their lives. At an individual level, Learner Voice initiatives include helping learners to gain belief in their own capabilities, including building their knowledge and skills to make healthy choices and developing their independence. Collectively learners at the College benefit through opportunities to influence decisions, to express their views and develop strong networks both internally and externally as part of wider College initiatives and enrichment activities.



8. Legislation, Criteria, Benchmarking & College Policies

This Strategy takes into account the following legislation and policies:

- Social Services and Wellbeing (Wales) Act 2014
- Core Values / British Values
- Indicators for the Public Health Wales Welsh Colleges and University Health Standards
- Corporate Health Standard
- Welsh Government Seven Core Aims
- United Nations Convention on the Rights of the Child
- Public Health England: Promoting children and young people's emotional health and wellbeing (A whole school and college approach)
- Safeguarding Policy and Legislation
- Equality Legislation and Strategic Plan
- Equality Act 2010 and the College's Strategic Equality Plan
- Welsh Language Standards and the College's Welsh Language Policy
- Confidentiality Policy
- Learner Disciplinary Policy
- AoC Supporting Student Mental Health and wellbeing in Colleges
- Essential Skills Strategy
- Care Standards Act 2000/2014
- Seven Core Aim entitlements of young people
- New initiatives through Welsh Government and Colegau Cymru - Wellbeing project
- 'The Right Help at The Right Time' - Cysur Regional Threshold Document
- Additional Learning Needs Education Tribunal (Wales) Act 2018 and Draft Code

9. Partner Agencies

The College in the delivery of its Health and Wellbeing Strategy will deliver services and initiatives with partner agencies. Key partner agencies are:

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|---|--|---|
| <ul style="list-style-type: none">• Hywel Dda University Health Board<ul style="list-style-type: none">• College Nurse• Specialist CAMHs• Emotional Wellbeing Services• GP Services• Health Visitors• Child Care Assessment Team (CCAT)• Corporate Parenting Team (CPT)• Children in Need Team (CiN)• Team Around the Family (TAF)• Adult Protection Team (APT)• Learning Disabilities Team (LDT)• Adult Care Assessment Team (ACAT)• Care Inspectorate Wales (CIW) | <ul style="list-style-type: none">• Barod (formerly Choices)• Hafan Cymru• Action for Children• Pembrokeshire County Council<ul style="list-style-type: none">• Housing Team• Local Integrated Safeguarding Operational Groups• Leisure Centre Facilities• EYDCP• Family Information Service• Youth Parliament• LGBTQ• Gwalia• Inclusion Team | <ul style="list-style-type: none">• PAVS• Samaritans• Pembrokeshire Counselling Service• Advocacy Team• Careers Wales• Youth Justice & Probation Services• MASCE• Contest & Prevent Boards• Community Safety Partnership• Dyfed Powys Police<ul style="list-style-type: none">• PC Liaison Officer• Contest/Prevent• Mind• Women & Girls Together |
|---|--|---|

10. Health Services, General Health and Wellbeing Initiatives

The College works closely with specialist CAMHs, Bro Cerwyn and the Emotional Wellbeing team. Learners are well supported and have access to a College Nurse, Counselling, Mental Health Advisor and Youth Service Officers. They also have access in the community to their GP and universal services.

Learners are required to notify the College on enrolment of any health care plan/assessment arrangements that need to be put in place. Where learners notify the College of any Health Care needs they will also be required to complete a health questionnaire, which will identify any specialist arrangements that need to be accommodated.

Where learners have declared any health needs as part of their Annual Review or Statement of Additional Learning Needs or Learning Skills Plan, this information is passed to the Health and Wellbeing Team.

Health and Wellbeing events are arranged in a wellbeing calendar which also notifies events under the College's Equality and Diversity Strategy. Feature activities include exercise and fitness, healthy eating, drug awareness, mental health and wellbeing and anti-bullying.

A cross college wellbeing group will be established to identify and monitor the College's delivery of the Public Health Wales Healthy Colleges and Universities standards and will monitor the implementation of actions based on self evaluation and feedback from learners, staff and partner agencies.

The College in the future will seek to establish under Aspire IMPACT Information, to establish awareness of the range of activities and sources of help and support. Sharing of this information will take place as part of the College's Induction period and signpost learners and staff to all support and services, which include the following:

- Course curriculum modules in health related subjects, including health and safety and safeguarding;
- Additional support and mentoring provided to the College's LAYP and care leavers;
- Health checks offered to all staff;
- Counselling services available to learners and staff;
- Staff referral to Occupational Health Services where appropriate ;
- Absent management procedures are in place which include, back to work discussions relating to health and wellbeing following short term absence for both learners and staff;
- A comprehensive staff development programme through Aspire;
- Enrichment and Sports Academies for all learners;
- Sports Activities for Students;
- Fitness Suite available to all;
- Physical Activity Classes for Staff and Students;
- Team of trained First Aiders;
- A health and safety induction programme;
- Appropriate risk assessments undertaken in order that any necessary adjustments can be made;
- C Card Scheme as part of the College's sexual health support of learners. This scheme is managed by the Youth Service;
- Talks on sexual health delivered to learners and keep safe work on an individual basis;
- Staff have 24/7 access to the Employee Assistance Programme for advice and support;
- Information via the College screen and pop ups provided on health and wellbeing topics; and
- Fitness to study and extenuating circumstances arrangements for learners and staff.

Fitness references:

1. Vision for Sport (Sport Wales) - www.visionforsport.wales
2. Getting Wales Moving 2017 (NHS and Sports Wales) - www.wales.nhs.uk
3. Physical Activity of Children and Young People 2019 National Assembly for Wales Health, Social Care and Sport Committee - www.assembly.wales
4. UK Chief Medical Officers' physical activity guidelines 2019 - assets.publishing.service.gov.uk

11. Mental and Emotional Health

The College has a Mental Health Advisor who is working to review the College's Mental Health programme and provision of service. In doing so they are utilising the Thrive Model for Mental Health support.



Services currently available to support learners and staff are:

- Counselling services
- Safeguarding Services delivered to the threshold model of the 'Right Help at the Right Time'.



- Workshops on resilience;
- United against bullying initiatives;
- Ask and Act initiatives;
- The 'Time to Change' pledge (which will be signed in 2020) will illustrate that the College is positive about mental health and acknowledges that it is a 'mindful employer';
- Aspire support and training in managing mental health issues and learner concerns;
- Non judgemental and proactive support of individual staff experiencing mental health issues, managed through Human Resources.

12. Strategy Priorities for 2019/22

The following are the College priorities in delivering the strategy:

- Embed the wellbeing modules making them available to all staff and learners.
- Encourage through Learner Voice, learner participation in the development and evaluation of health and wellbeing strategies and activities.
- Embed the 'Safeguardians' and establish the Learner Safeguarding Forum.
- Develop a Health and Wellbeing week and collect and analyse data on learners' health awareness and life style choices to use to measure impact and inform the strategy.
- Promote and increase staff awareness of health and wellbeing issues through Aspire .
- Improve tracking of vulnerable learners, LAYP, young carers and care leavers through the Safeguarding Officer role as part of Reaching Wider Initiatives.
- Continue to monitor absence of staff and learners, providing support where it is needed.
- Increase the take up of sport and physical fitness activity, particularly amongst learners not traditionally accessing enrichment/academies.
- Further develop links with external agencies to improve the range of provision and out of hours contacts for learners in College and off-site.
- Respond to increasing needs for support relating to learner health and wellbeing issues.
- Respond to identified needs for CPD for teaching and learner support to increase awareness and expertise in supporting learners with mental health issues.
- Continue the delivery of Resilience sessions for learners by the College Counsellor.
- Continue the delivery of the 'United Against Bullying' initiative and embed the 'Safeguardians'.
- Develop the College's commitment as a 'Mindful Employer' by delivery of the 'Time to Change' Pledge.

Wellbeing Units for Staff and Learners

Mental Health - The Basics

Understanding Thoughts, Feelings and Behaviours

Healthy Relationships

Distress Tolerance

Sleeping Well

Eating Well and Feeling Body Positive

Website: wellbeing.pembrokeshire.ac.uk

13. Working with Parents and Carers

The College in the delivery of this strategy will work closely with parents/carers and statutory agencies. It will work in partnership to promote the social and emotional well-being of its learners and ensure that those learners living in disadvantaged circumstances are given the support they need to fully participate in activities to promote social and emotional wellbeing.

The College will also ensure that its learners will have access to pastoral care and support as well as being referred, where appropriate, to specialist services and that they are provided with clear, consistent information about the opportunities available to discuss personal issues and emotional concerns. Any support that the College offers or referrals that are made will be consistent with College policies, legislation and thresholds as identified by the Regional Safeguarding Board CYSUR, 'Right Help at the Right Time' threshold document.

14. Identifying Need and Monitoring Impact

The College will use the Public Health Wales Healthy Colleges Standards and the AoC Supporting Student Mental Health and Wellbeing in Colleges to monitor and evaluate its provision and services. It will also work with Welsh Government and ColegauCymru to develop any new arrangements for the evaluation of its Health and Wellbeing Strategy.

The College hopes by the provision of these services to achieve and aid the following:

- Improved learner/staff performance
- Reduced absenteeism
- Learner retention
- Learner resilience
- Confident, healthy and personally fulfilled learners & staff
- Positive corporate image
- Improved morale and health of learners & staff
- Emotional health and wellbeing/resilience
- Self-esteem
- Respect for peers and staff
- Incorporation of British/core values
- Culture and ethos where everyone feels safe

The College will manage its Health & Wellbeing Strategy through Curriculum Cluster on a weekly basis under the safeguarding agenda and will be reported formally via the Designated Senior Person for Safeguarding and Learner Wellbeing. An annual report will be provided to the Corporation Board within the Safeguarding Report.

15. Definitions

Term	Meaning
All are included in the policy	

16. Document Control

Version	Description	Date	Creator	Reviewer	Authoriser	Document Custodian
4	Rev 4	11/11/2019	Maxine Thomas, Designated Senior Person Safeguarding and Learner Wellbeing	Assistant Principal Vocational Studies/ Safeguarding Panel	Barry Walters	Bruce Pudner

RIGHT HELP AT THE RIGHT TIME



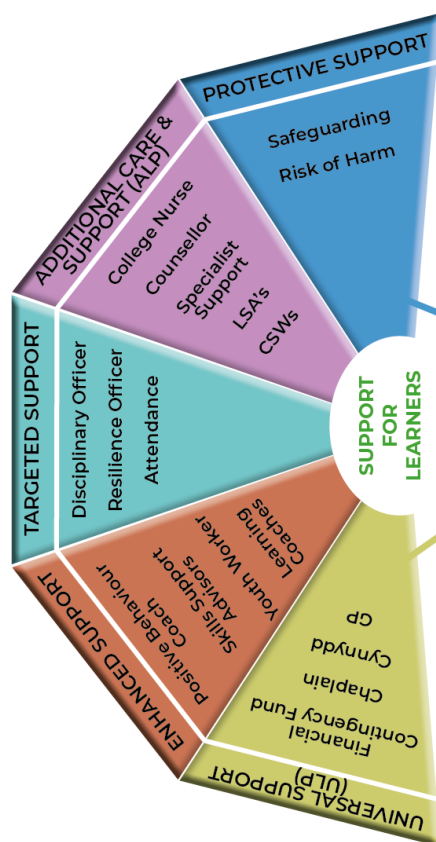
QUICK GUIDE TO ACCESSING & REFERRING LEARNERS FOR SUPPORT



SIGNS OF SAFETY

In making a referral use Signs of Safety. Consider:

1. What is going well?
2. What am I concerned about?
3. What do I need to do so I am no longer concerned?



GP / A&E Community Services Careers Advice / UCAS Maxine Thomas and Stasia Danks TRANSPORT Accessible Transport: Emma Jones (ext 304) College Transport: Estates (ext 218) FINANCIAL SUPPORT Kirsty Pearce (ext 134) & Heather Jenkins (ext 342). Finance Office. Supporting learners with guidance for EMA, FCF and WGLG CHAPLAIN Ian Middlemist (via Kym Crockett ext 133) CYNNYDD HASS ext 365, E&C ext 201, HCCE ext 155, ILS ext 365, A-levels ext 246. cynnydd@pembrokehire.ac.uk • Assist with personal issues, financial or housing problems • Signpost to local or College learner support services • Apply for a course, job, traineeship • One-to-one or group essential life skills support • Employment Bureau	POSITIVE BEHAVIOUR COACH Maria Thornewcroft (ext 365) • Challenging or undesirable behaviour • Consistent unwanted / disruptive behaviour • Social and emotional support relating to undesirable behaviour SKILLS SUPPORT ADVISORS Yvonne Swan (ext 397) • Support with ESQ qualifications • Literacy support Numeracy support ICT support YOUTH WORKER Helen Wright (ext 233) Drop-in personal and emotional support • C-card contraception service • Smoking cessation • Anger management • Anxiety support • Homelessness support LEARNING COACH TEAM A-levels - Lyn Ward (ext 303) HASS - Angela Richmond/Sarah King (ext 183) HCCE - Sarah Lewis/Jenny Llewellyn (ext 483) E&C - Jo Warneford/Judith Nichols (ext 302) Exam preparation Study skills Motivation Organisation Time management Confidence building	DISCIPLINARY TEAM Dean Richards (ext 413) Peter Henton (ext 413) safe@pembrokehire.ac.uk RESILIENCE OFFICER Mair Elliot (c/o Kym Crockett ext 133) Available Thursdays • Mental Health Hub project • Mental Health support advice for staff ATTENDANCE Kym Crockett and Rachel Thompson (ext 133) When a learner's attendance falls below 80% refer to your Faculty Administrator	COLLEGE NURSE Ally Ballard (ext 138). Weekdays 9am to 12noon • Health Care Plans • Fitness to Study • Support learners with medical conditions • Green cards for learners with anxiety COUNSELLING SERVICE Email Heidi Lester & Jonathan Hazell (ext 298) Support by appointment SPECIALIST SUPPORT ASSESSOR Kristal Davies (ext 431) Based in Learning Support Office • Exam/Access arrangements • Specialist support e.g. dyslexia LEARNING SUPPORT ASSISTANTS & CSWs Emma Jones (ext 304) • Class specific support e.g. taking notes, 1:1 or group support • Personal care needs • Reasonable adjustments EXTENUATING CIRCUMSTANCES Maxine Thomas (ext 245)	SAFEGUARDING, WELLBEING & DISCIPLINARY TEAM Maxine Thomas (ext 245) Dean Richards (ext 413) Peter Henton (ext 413) Judith Evans (ext 186) safe@pembrokehire.ac.uk Dealing with safeguarding and welfare concerns, disciplinary matters and looked after young people. Referrals to be made via safe@pembrokehire.ac.uk
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