

Promoting the Health and Wellbeing of Learners Policy

 Introduction

Skills for Work (SfW) has an ethos that our service should aspire to create or encourage:

* Successful Learners
* Confident Individuals
* Responsible Citizens and Effective Contributors

There are strong connections between effective, successful learning and health.

A good education helps build strong foundations for:

* Supportive social connections
* Accessing good work
* Lifelong learning and problem solving
* Feeling empowered and valued

These foundations support healthier lives by increasing our opportunity to:

* Develop lifelong healthy habits
* Manage and limit exposure to life’s challenges
* Afford a good quality of life
* Live and work in safe and healthy environments

All aspects of a learner’s experience at home, in training or in daily life contribute to personal and social development. This policy is not just aimed at our learners, but nurtured through our relationships with our staff, employers, partners and visitors.

Aims

SfW aims to impart, foster and promote understanding, skills, capabilities and attributes necessary for mental, emotional, social and physical wellbeing now and in the future.

We aim to do this by supporting learners:

* To make informed decisions in order to improve their mental, emotional, social and physical wellbeing
* To experience challenge and enjoyment in their learning;
* To make a successful move to the next stage of education or work

Everyone within SfW, whatever their contact with learners, shares the responsibility for creating a positive ethos and climate of respect and trust – one in which everyone can make a valuable, positive contribution to the wellbeing of each individual within SfW and the wider community.

Some aspects of health and wellbeing are the responsibility of all staff. These responsibilities include each member of staff’s role in establishing open, positive, supportive relationships across SfW, where learners will feel that they are listened to; in promoting a climate in which learners feel safe and secure; in modelling behaviour which promotes health and wellbeing and encouraging it in others; through using learning and teaching methodologies which promote effective learning; and by being sensitive and responsive to each individual’s wellbeing.

SfW aims to develop:

* Successful learners - by supporting learners to set and review personal goals for achievement in their learning and development
* Confident Individuals - by encouraging awareness of the importance of showing respect and valuing other people
* Effective Contributors - Through their learning, individuals can have opportunities to engage positively in learning experiences that are fun, enjoyable and challenging

Promoting Health and Well-Being

Wellbeing of SfW staff is paramount and through quality assurance, observations, meetings, and promoting good relationships, Management are able to act quickly and support all staff who may need it. Bradford Council Health and Well-Being policy provides guidance on how to obtain support

Signposting

SfW is proactive in providing contact links in the Learner Induction Handbook to organisations or support groups.

Support

 All our learners complete screening at induction and we encourage them to disclose any matters that are impacting on their lives or that are of concern to them. This could include:

 • learning history

 • social factors

 • medical problems

 • work readiness skill

During induction and throughout the course, tutors and staff should make learners aware that they can approach staff at any point during the life of the course to inform them of any changes or developments to their health or social situation.

Tutors will plan in support during a learner’s programme. This may include 1:1 mentoring, online support courses, workshops or signposting to external organisations.

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