



## HEALTH AND WELLBEING OF LEARNERS POLICY

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E.L.M Academy aims to promote physical and emotional health and well-being of young people within their training environment both at the Training Facility and in their work placement.

We are constantly aware of the health-related needs, interests and concerns of young people attending our training facilities and endeavour to encourage a promising approach to health promotion among our learners for particular health issues such as sexual health, smoking cessation or emotional well-being.

Our action plan on alcohol, a new Drugs Strategy and a review of best practice in effective sex and relationships education, internet / personal safety and awareness of sexual grooming are covered on induction.

We recognise the importance of providing a 'safe, healthy and supportive environment' to ensure learners gain an understanding of the importance of health and safety and develop a set of safety-oriented practices

Our role in facilitating learners' health and well-being – in particular, with regard to:

- physical activity
- smoking
- drug and alcohol use
- sexual health & Consent
- healthy eating
- stress
- self-confidence
- mental health
- safety
- bullying
- discrimination
- Anxiety

We will be supported by staff identifying and referring learners with possible physical and mental health problems to appropriate agencies and our external counselling services.

Our curriculum has negotiated learning objectives, addresses health and wellbeing and issues such as equal opportunities.

We provide for the professional development of staff, through its staff-learner relationships by going beyond teaching commitments, counselling services and student involvement.

We endeavour to identify health related risks and provide information to help and support learners at risk by:

- Firm, purposeful and participative professional leadership
- Creating a shared vision and goals, collegiality and collaboration
- Building an orderly yet creative learning and working environment
- Focusing on promoting teaching and learning



- Having in place purposeful teaching with clarity of purpose
- Holding high expectations and providing intellectual challenge
- Providing positive reinforcement and clear and fair discipline
- Monitoring pupil progress and evaluating College performance
- Advancing learner rights and responsibilities and raising learners self esteem
- Establishing home-school partnerships
- Creating a learning organisation which provides staff development opportunities

By doing this we can ensure we:

- Support our learners in developing healthy behaviours
- Help raise the achievement of our learners
- Help reduce health inequalities
- Promote social inclusion

Our programme focuses on four themes; personal, social and health education, healthy eating, physical activity and emotional health and well being

- Leadership, management and managing change
- Policy development
- Curriculum planning and work with outside agencies
- Teaching and learning
- College culture and environment
- Giving learners a voice
- Provision of learner support services
- Staff professional development needs, health and welfare
- Partnerships with parents/carers and local communities
- Assessing recording and reporting learners achievements

We understand the impact that Covid-19 has had on our provision is creating new challenges in supporting the health and wellbeing of learners. Modifications to our provision style, first and foremost the increase in online training and reduction of face-to-face provision heightens the risk of health and wellbeing issues such as feelings of isolation or a reduced sense of community. We will therefore do the following to minimise these risks:

- Telephone calls from a member of staff to review learner emotional wellbeing throughout periods of remote learning
- Questionnaires specifically designed to identify learner issues due to the impact of the pandemic
- Out of hours college emergency contact number to offer support and guidance in any area necessary.
- Ensuring ongoing weekly face to face remote lesson delivery.
- Regular emails to provide reassurance and updates on both personal and educational matters.