

Student Wellbeing Strategy

2021-2024



Student Wellbeing Strategy 2021-2024

B&FC is committed to providing safe, accessible and welcoming environments, including digital environments, that uphold the dignity of everyone in our College community. Wellbeing is everyone's business at B&FC.

“ A certain amount of anxiety, the experience of life's 'ups' and 'downs' is perfectly normal in our day to day activities. However, we can all prepare ourselves to deal more effectively with these emotional responses, especially those over which we have no control. Assisting B&FC students and employees to acquire coping and resilience measures are the foundations for this Wellbeing Strategy. As a result of this approach, both students and employees are encouraged and supported to build up their own 'Mental Wealth' resources. This 'Mental Wealth' approach also allows B&FC to be alert to the signs of actual or emerging mental health issues, and to act swiftly and appropriately.”

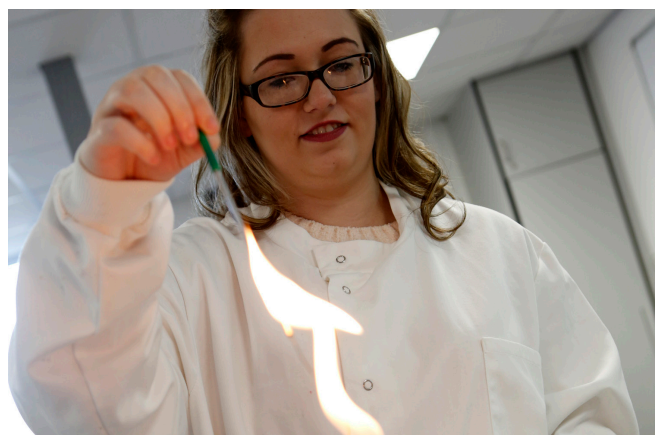
Dr Judith Poole MBE, Head of Student Support and Wellbeing



Vision

This cross College strategy has clear and visible leadership. Our vision is to fully embed the importance of wellbeing with a positive 'Growth Mindset' and 'Mental Wealth' approach. B&FC aims to:

- + Further embed 'Mental Wealth' as our overarching approach to the promotion of positive wellbeing and resilience at B&FC. Adopting this financial analogy makes it possible to compare wellbeing to preparing for the future and having a bank of assets ready for when needed.
- + Further develop an environment, with clear routes to internal and external resources, that empowers students to become adaptable, autonomous and resilient, and adopting a Growth Mindset that is fully equipped to deal with the challenges of 21st century work and family life.
- + Continue to develop environments compatible with workforce wellbeing, including Professional Development activities designed to support wellbeing for students.



Wellbeing Strategic Priorities

LEADERSHIP

To continue to have a consistent and coordinated approach to Mental Wealth, Growth Mindset, and the promotion of wellbeing through effective leadership and an open and inclusive College ethos.

PREVENTION

To continue to be proactive in adopting positive approaches to wellbeing.

EARLY INTERVENTION

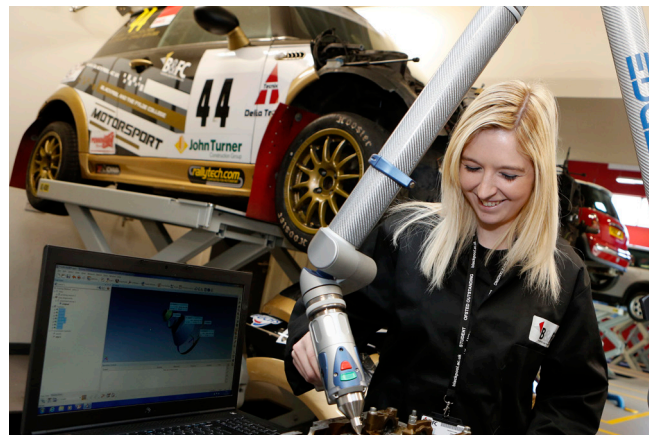
To have highly effective support systems to allow for timely and effective interventions.

BUILDING POSITIVE STRATEGIES AND RESOURCES

To continue to promote internal and external resources to enhance 'Mental Wealth', 'Growth Mindset' and resilience. To equip students to 'bounce forward' when facing life's challenges.

AoC MENTAL HEALTH CHARTER

To continue to adhere the AoC 'Mental Health and Wellbeing Charter'.



LEADERSHIP

Promote a whole College approach to wellbeing and mental health with visible leadership across the College community.

- + B&FC's Safeguarding and Wellbeing Steering Group has oversight of the implementation of the Wellbeing Strategy for students.
- + Regular reports are available and published appropriately to internal and external regulatory bodies.
- + The discrete framework for employees complements the student wellbeing strategy, and aligns to appropriate professional development activities.
- + There are specific strategies in place to ensure that appropriate wellbeing initiatives are in place for all environments, including digital.
- + Continue to develop provision that is responsive and accessible to the changing demographic.
- + Continue to develop a shared understanding of wellbeing at B&FC that delivers coherence and consistency of practice.
- + Continue to embed wellbeing in the College governance and leadership process which reports regularly on effectiveness and impact.
- + Continue to sustain wellbeing in Inclusive Learning Teaching and Assessment via a strategic approach, recognising the impact positive wellbeing has on students' learning and achievement.
- + Continue to embed wellbeing and inclusion in curricular, co-curricular and extra-curricular activities recognising the impact positive wellbeing and a Growth Mindset has on the wider student experience.
- + Continue to ensure measures are in place to enable positive transitions into and between all levels of study, and across all provision.
- + Continue to encourage collective responsibility for individual and community wellbeing.

PREVENTION

To ensure B&FC proactively adopts preventative approaches to wellbeing, including support for the acquisition of knowledge, skills and confidence in relation to wellbeing and mental health.

- + Maintain and further develop institutional strategies around key local, regional and national issues.
-

EARLY INTERVENTION

Continue to design systems and processes to enable interventions in a timely and proportionate way to develop appropriate referral pathways internally and externally.

- + Further Develop an effective on-line student enquiry and case management system for appropriate, fair and timely responses, and one which recognises the links between mental health and safeguarding in line with Keeping Children Safe in Education and the B&FC Safeguarding Strategy.
- + Continue to enhance a highly effective seamless wellbeing support, and safeguarding service with appropriate referral routes to external agencies.
- + Continue to provide a robust Professional Development framework for all employees to ensure knowledge and skills are current and appropriate.
- + Review, map and communicate all wellbeing processes and internal and external referral pathways.
- + Continually refine the Resilience Measure, which is a self-assessment tool, and conversation starter, to empower students to identify strategies they already have and develop those they may need in the future.

- + Continue to provide sufficient and appropriate resources and both internal and external referral routes, enabling students to access short term support that will bridge the gap until specialist external referrals are available.

DATA

Ensure that all mental health and wellbeing initiatives are informed by data which will inform agile and flexible responses that are robust and evidence based.

- + Further develop therapeutic interventions in line with NICE and BACP guidelines and MHFA principles, adopting a Thrive and Resilience-based approach
- + Continue to develop systems to monitor and evaluate access to Wellbeing Support Services to inform current and future provision

BUILDING POSITIVE STRATEGIES AND INTERNAL RESOURCES

To ensure availability of resources to promote acquisition of resilience strategies to allow 'bouncing forward' and 'thriving' when life presents seen and unforeseen challenges.

- + Consistently review Student Life resources for currency and accessibility ensuring alignment to the wellbeing strategy.
- + Continue to offer wider research opportunities within and external to B&FC.

PARTNERSHIPS

To continue to develop effective partnerships and seamless provision of care through existing and new collaborations.

- + Continue to provide consistent, cohesive, safe, and effective care with highly effective referral routes to external partners.
- + Continue to adhere to data sharing agreement protocols, encryption agreements, and confidentiality, fully compliant to GDPR regulations.

AoC MENTAL HEALTH CHARTER

B&FC will continue to adhere to commitments made in July 2019, to The Association of Colleges' 'Mental Health and Wellbeing Charter'.

B&FC has committed to:

1. Ensure that wellbeing and mental health work is led by a senior manager with particular responsibility for mental health
2. Have a wellbeing and mental health policy accompanied by a clear implementation action plan which is monitored regularly and reviewed annually
3. Create an open and inclusive college ethos which includes respect for those with mental ill health
4. Promote equality of opportunity and challenge mental health stigma by promoting wellbeing through tutorial and all teaching activities
5. Encourage the collection of student views on mental health and wellbeing by working with the Students Union and other student representative bodies
6. Offer appropriate mental health training for all employees
7. Ensure a consistent and positive approach to employee wellbeing
8. Provide targeted individual mental health support where appropriate or alternatively signpost to external support services
9. Provide relevant information to parents and carers
10. Establish and maintain effective links with the NHS, mental health providers and the voluntary sector
11. Promote the benefits that physical activity and sport has on mental well-being



Awarding body partner

