Mental Health, Health & Wellbeing Policy

Reference	PC_Health & Wellbeing_Policy_2026-27
Version	v1.0
Effective from	1 September 2026
Applies to	All team members across all Pinc College
Policy owner	Chief Student Experience Officer
Next review	Summer 2027

Pinc College is committed to providing holistic education of the highest quality and this policy is underpinned by Pinc College values, culture and methodology.

Our college Values

Individual - 'We celebrate everyone'

Inclusive - 'We value and support everyone'

Innovative - 'We believe in the power to change'

We foster a culture that is **Respectful, Responsible, Safe and Kind**

Our method holds the individual, their wellbeing and their specific needs in every aspect of our approach.

Policy intent and scope

Pinc College seeks to ensure that the physical, mental, social, emotional and sexual health of our students is promoted as effectively as possible, by facilitating encouraging healthy lifestyle decisions. Every student attending Pinc college is enabled to develop skills and abilities to the optimum individual level, in relation to living a healthy lifestyle and making informed choices about their personal health.

By health and wellbeing, we mean the physical, mental, social, emotional and sexual health of children and young people.

All Team members are responsible for ensuring the active promotion of healthy lifestyles through their actions and adherence to group and divisional policies. This includes but is not limited to: (a) Healthy eating (b) Non-smoking (c) Regular exercise (d) Emotional well-being and the elimination of all types of bullying (e) Recognition and valuing of diversity (f) Avoidance of substance misuse (g) Good hygiene procedures

This policy sets out how we support our student's mental health and wellbeing.
Please reference key related policy 1.9 Medication Policy for information related to medication and specific physical health needs.

Pinc College is committed to supporting the positive mental health and wellbeing of all in the Pinc community (students, team members, parents and carers).

We recognise our role to ensure that our students learn about what they can do to maintain positive mental health, what affects their mental health, the role they can play in helping to reduce the stigma surrounding mental health issues, and where they can go if they need help and support.

Definitions and Glossary

The World Health Organisation define Mental Health as a "state of well-being in which an individual realises their own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to their community.

Responsibilities

All team members have a responsibility to promote our Pinc methodology and values to create an environment where wellbeing is our primary focus. Team members continue to work toward a holistic whole college approach, that is trauma informed and person first. Our wellbeing support is embedded through our universal strategies and all team members have a responsibility to understand and implement these strategies.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. In our role as education provider, it is never appropriate for team members to diagnose a health condition.

Team members, particularly those in campus, however, are well placed to observe students day-to-day and identify those whose actions suggests that they may be experiencing a mental health problem or be at risk of developing one.

Procedures

In accordance with Keeping Children Safe in Education 2024, all team should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
If team members have a mental health concern about a student that is also a safeguarding concern, immediate action should be taken and the relevant safeguarding policy and procedure flow followed.

We know that everyone experiences life challenges that can make us vulnerable, and at times, anyone may need additional emotional support. However, we also understand our students SEND may increase this vulnerability.
We take the view that positive mental health is everybody's business and that we all have a role to play.

Pinc College...

- Is committed to restorative approaches to encourage good relations by tackling prejudice and promoting understanding
- Recognises that we can encourage positive mental health by supporting students in developing skills which may be initially outside of their comfort zone, this is tailored to the needs of our students and facilitated in a safe and supportive way

- Embraces a partnership approach to wellbeing, working closely with other agencies that support our students and their families
- Takes a responsibility to recognise the wellbeing of our students who are displaying signs of dysregulation, distress or unmet need/s, as set out in 3.5 Support to Learn policy
- Has a commitment to the social model of disability, where we look at removing the barriers someone could face because of their disability, to promote inclusion

We promote positive wellbeing through:

- Our college methodology and values
- Promoting student voice and providing regular opportunities to share feedback and participate in decision-making
- A person first, trauma informed and holistic approach
- Our Art curriculum - we understand the positive impact art making can have, particularly regarding self-esteem, self-expression, boosting confidence, encouraging independence and curiosity, and as a form of communication
- Celebrating small step progress
- Providing opportunities for safe social interactions in the aim to encourage connection
- Our Personal Social Development curriculum
- Recognising and celebrating awareness events such as World Mental Health Day and Mental Health Awareness Week

PSD Curriculum

Our Personal and Social Development sessions provide opportunity to develop the skills, knowledge and understanding needed by our students to keep themselves mentally healthy and safe. Thoughtfully designed resources are provided to campus teams to support delivery aligned to the Pinc methodology and may be determined by the specific needs of our students and in response to student surveys. We ensure that we teach any wellbeing issues in a safe and sensitive manner and our PSD lead, Wellbeing Lead, Whole College Safeguarding Lead and campus leads work collaboratively with such topics.

SWEMWBS

Students are supported in campus to complete this weekly wellbeing questionnaire. This provides an opportunity for self-reflection, development of emotional literacy and a way to share how they are feeling, which could lead to them seeking support with their mental health.

Team members should follow the Team Guidance and How To guides provided when facilitating SWEMWBS and logging scores on Databridge. SWEMWBS scores may be discussed during campus debrief and/or during campus Support and Planning meetings, which include members of the wider team such as Whole College Wellbeing Lead or Whole College Safeguarding Lead.

SWEMWBS was developed to monitor mental wellbeing. The SWEMWBS uses seven questions about thoughts and feelings, which relate more to functioning than feelings and so offer a slightly different

perspective on mental wellbeing. The seven questions are positively worded with five response categories from 'none of the time' to 'all of the time'. Students are asked to describe their experiences over the past week.
According to CORC (Child Outcomes Research Consortium) Anna Freud Project, SWEMWBS has been validated for populations of young people and the general population.

Short Warwick-Edinburgh Mental Wellbeing Scale.
NHS Health Scotland, University of Warwick and University of Edinburgh, 2008

Signposting
Every campus will display relevant sources of support and will regularly highlight sources of support to students within relevant parts of the curriculum. This will include but is not limited to the following organisations: Papryus, Shout, The Mix, Samaritans, Kooth.
Campus teams work with Whole College Wellbeing Lead for support regarding signposting.

Local Authorities offer a range of commissioned services in support of students experiencing mental ill health or emotional difficulties alongside are also various voluntary organisations who may also assist.

Commissioned services include:

- General Practice / Local Surgery or Health Centre
- Early Help Hubs
- Child and young people's mental health services - CYPMHS. (Formerly known as CAMHS.)
- NHS Talking Therapies (previously known as IAPT)
- Universal Personalised Care, such as Social Prescribing
- Community Mental Health - CMHTs

Working with ALC Psychology Services
Pinc College can provide further wellbeing support to students via our external wellbeing support provider ALC Psychology Services, as set out in the Student Wellbeing Support flow.
ALC can provide support to students either directly or indirectly.
Indirect support is via campus teams, where ALC may advise on appropriate campus team interventions that may benefit said student. These strategies would always be safe and ethical and would never require any further training.
Direct support is individual online student support sessions facilitated by ALC Psychology Services. As stated in the student wellbeing support flow, there may be occasions where these sessions cannot be offered, such as the student working with an existing mental health professional.

Disclosure and confidentiality
Team members will follow the college policy with regard to confidentiality. Students should also be made aware of the boundaries of confidentiality should they choose to make a disclosure to a team member. Team cannot promise confidentiality if concerns exist.
Steps when supporting a student when they make a mental health disclosure, please refer to our safeguarding adults and or safeguarding children's procedures.

Related Polices and Process Flows
Student Wellbeing Support Process Flow
Safeguarding Adults Policy
Safeguarding Children Policy
Equality, Diversity & Inclusion Policy
Support to Learn Policy
SEND Policy
Medication Policy
Anti-Bullying Policy

The College will act in accordance with the five statutory principles outlined within the Mental Capacity Act 2005.

Equality Impact Assessment
An equality impact assessment will be undertaken for this policy to ensure the requirements of the Equality Act (2010) are met.