



Mental Health Strategy 2025-2028

1. Scope

Mental health is a shared responsibility. As a college community, we are dedicated to fostering an inclusive, respectful, and compassionate environment where every student and staff member can thrive. This commitment reflects and strengthens our mission: to help everyone realise their potential and achieve success.

The College understands the challenges faced by people with mental ill health and the impact that this can have on both their personal and academic lives. Our commitment to supporting the mental health of all students and staff is driven by a deep understanding, genuine care, and a proactive approach. We aim to contribute meaningfully to the prevention and support of mental health challenges with care, commitment and integrity.

Our strategy provides a joined-up approach to prevention, early intervention, and ongoing wellbeing support.

This strategy is designed to:

- Ensure equitable, timely access to support.
- Reduce stigma and discrimination associated with mental ill health.
- Build resilience and promote positive wellbeing.
- Strengthen collaboration between internal services, and community partners.
- Embed a culture where good mental health is recognised as a foundation for academic and professional success.

2. Vision

We aspire to be a college where:

- Mental health and wellbeing are prioritised alongside academic and professional achievement.
- Every member of our community feels they belong, are safe, supported, and can thrive.
- Seeking support is seen as a sign of strength, not weakness.

3. HLNSC Mental Health Strategic Goals

a) Leadership

- Leaders take responsibility and are proactive in embedding mental health into all areas of college life.
- The management structure ensures accountability, monitoring, and continuous improvement.

b) Belonging & Culture



Policies

- Foster an environment of compassion, inclusivity, and respect.
- Challenge stigma through awareness campaigns, training, and open conversations.
- Celebrate diversity and ensure equitable access to support for all, including neurodivergent staff and students, care-experienced learners, and those with disabilities.

c) Prevention & Early Intervention

- Promote healthy lifestyles, work–life balance, and resilience.
- Deliver proactive initiatives such as mental health awareness training, wellbeing CPD events, volunteering days.
- Equip staff and students with the tools to recognise signs of poor mental health and where to access support early.

d) Support & Services

- Provide accessible counselling, mentoring, safeguarding, pastoral and wellbeing services.
- Signpost effectively to external services and partner organisations.
- Increase the availability of Mental Health First Aiders across the College.
- Design curriculum and assessments with wellbeing in mind, ensuring workloads are reasonable, fair and support is embedded.
- Offer staff professional development and wellbeing days to build confidence in supporting students and managing their own mental health.
- Professional supervision for all wellbeing and safeguarding staff, or any staff member post the management of a college incident.

e) Transitions

- Support student transitions throughout their college journey, including progression to higher education or employment.
- Provide tailored resources for students facing challenges, such as leaving care, moving between courses, SEND, child protection issues, or returning after absence.

f) Collaboration & Partnerships

- Strengthen partnerships across college services and with key organisations, such the Virtual School, School Nursing service, and mental health partners.
- Share best practice with sector partners and develop joint initiatives.

4. Evidence & Evaluation

- Regularly review provision and assess impact using data, including attendance, engagement, and withdrawal monitoring at Quality Summits and the EDI network.
- Actively seek feedback from staff and students, via student voice biannually and staff survey.
- Commit to evidence-based approaches and annual progress reported through the quality framework.



5. Key Commitments (2025–2028)

- Deliver annual training in Mental Health First Aid for staff.
- Provide wellbeing events each year to promote awareness and college community engagement.
- Renew the Mental Health Action Plan with clear accountability.
- Further embed mental health into staff CPD, tutorials, and induction processes.
- Promote accessible services, including digital platforms (e.g., Health assured), text, face to face, teams and specialised appropriate support when needed.

5. Conclusion

Positive mental health is essential to achieving educational excellence. This strategy reflects our commitment to a whole-college approach to mental health and wellbeing—ensuring every member of our college community feels safe, supported, and empowered to reach their full potential.



Mental Health Action Plan 2025/2028

Theme	Objective	Action	Timescale – review	Monitored	Responsible Person
Leadership and Ethos	Embed a whole-college approach to mental health through visible leadership and inclusive culture.	Director of HR as senior leader works with managers who are DofE - Senior Mental Health Lead trained. They support CMT who are responsible for mental health and wellbeing). Mental Health lead training to be maintained and updated.	Completed – initial training Level 4 Bev Jackson – DSL Nicola Butler – Safeguarding manager Annual updates to be undertaken by June 2026	Training evidence	Oversight Director HR
		Publish a revised 3-year Mental Health and Wellbeing Strategy aligning with college mission, values, and policies for 25-28.	September 2025 completed in draft	CMT	Director HR DSL
		Deliver annual mental health report to governors including student and staff data, progress, and outcomes.	Jan 2026	Curriculum and Quality Equality, Diversity & Safeguarding Committee	Director HR DSL
		Ensure campus spaces and online environments are psychologically safe and inclusive. Wellbeing HUBs available on each campus, Smoothwall supports safety online environments.	Annual monitoring of Smoothwall filtering categories – Dec 2025	Equality, Diversity & Safeguarding Committee	Director HR DSL
Support for Students	Promote wellbeing and provide proactive, inclusive support for all students	My Concern and transition triage system for identifying and allocating support for students at risk, reportable at application via EBS. Ongoing referral and triage throughout the student journey via My Concern.	Ongoing Termly review at Safeguarding network Review June 2026	Curriculum and Quality Equality, Diversity & Safeguarding Committee	DSL Safeguarding Manager Director HR



Policies

		Mental Health first aiders in place.			
		Integrate wellbeing and resilience education into all curriculum areas, supported by CPSA framework and Fitness, and Safety to Study approach.	Ongoing Termly review at Safeguarding network Review June 2026	Equality, Diversity & Safeguarding Committee	DSL Safeguarding Manager Director HR
		Promote through enrichment and tutorial programs.	Annual review July 2026	Equality, Diversity & Safeguarding Committee	Safeguarding Manager Student Services Managers
		Partnerships with local services including West, School Nursing, Kooth, CAMHS, and voluntary mental health services.	Annual review July 2026	Safeguarding annual report – CMT	Safeguarding Manager
		Engage parents/carers through interaction with the wellbeing team and signposting for online resources.	Termly parents' newsletter June 2026	Safeguarding network	Safeguarding Manager Student Services Managers
		Residential Manager and wellbeing HUB work in partnership enabling focused support for all residential students. Program of wellbeing support is in place for students living away from home, alertness to loneliness and early warning signs when emotional and well-being support is needed.	Ongoing June 2026 review	Verbal feedback from students. Referrals into HUB.	Residential Manager Safeguarding Manager



Policies

Workplace Wellbeing	Create a culture that supports and invests in staff wellbeing and development.	Include an element of well-being training and awareness in all staff CPD days. Annual July CPD is 100% well-being focused.	Annual reviews	Training logs and staff surveys.	Director HR CMT
		Ensure all line managers complete Mental Health Awareness in the Workplace training.	June 2026	Training logs and staff surveys.	Director HR CMT
		Access to an Employee Assistance Program (EAP) is in place.	June 2026	Staff surveys.	Director HR CMT
		Implement wellbeing pledges: Volunteering Menopause workplace pledge	June 2026	Staff surveys.	Director HR CMT
		Introducing train the trainer for Mental Health First Aid to embed the service across all sites	TTT – Dec 2025	Training logs and staff surveys.	Director HR CMT
Evidence and Impact	Use evidence, student voice, and evaluation to continuously improve mental health practice.	Conduct an annual self-assessment using the resources from AOC.	June 2026	Self-assessment	DSL Safeguarding Manager Director HR
		Capture and analyse student and staff feedback through surveys and focus groups.	June 2026	Self-assessment	DSL Safeguarding Manager Director HR
		Publish an annual Mental Health Impact Statement.	June 2026	Curriculum and Quality Equality, Diversity & Safeguarding Committee	Director HR DSL



Policies

		Share best practice and contribute to AOC local mental health network.	Ongoing – June 2026 review	Equality, Diversity & Safeguarding Committee	DSL
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