

Department	<b>BPIF Training</b>
Reference	<b>P032</b>
Title	<b>Wellbeing Commitment Statement</b>
Version	<b>1</b>
Issue Date	<b>18<sup>th</sup> September 2021</b>
Review Date	<b>18<sup>th</sup> September 2022</b>
Original Issue Date	<b>12<sup>th</sup> September 2019</b>



## **Wellbeing Commitment Statement**

BPIF Training are commitment to ensuring the health, mental health and wellbeing of all staff and learners.

To ensure that the well-being and mental health of our learners and staff feature prominently in our management and pastoral arrangements we will:

- Ensure that there is a suitably trained senior member of staff with responsibility for referrals and liaison with appropriate external agencies
- Ensure that our commitment to well-being and good mental health is promoted in key policy document
- Ensure that staff and learner inductions clearly identify our commitment
- Ensure that there are clear behaviour management policies and learner codes of conduct which address and minimise bullying, including online bullying & social media issues
- Encourage respectful relationships within and between learners and staff
- Use wall displays etc. to indicate where support on wellbeing issues can be sought
- Develop teaching strategies focussed on developing relevant and practical skills for resilience, including within social media use, and knowing where to go for help
- Review opportunities to cover wellbeing including good mental health in mainstream teaching
- Help staff and learners to articulate their views and concerns through surveys and planned consultation mechanisms
- Ensure that all staff have been trained to understand the importance of wellbeing and to recognise the signs of anxiety, poor mental health and know to whom to make a referral, as part of safeguarding procedures
- Adopt flexible working practices and family friendly policies where practicable

### **REVIEW**

The Wellbeing Commitment Statement was updated on 18<sup>th</sup> September 2021. The policy is to be reviewed annually, as a minimum with the next review date being no later than 18<sup>th</sup> September 2022.

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