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TRAINING LTD

Mental Health and Well-being Strategy

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Mental Health and Well-being Strategy

Our Mental Health and Wellbeing Strategy is in place to support both staff and students. The vision of the strategy is a whole-organisational approach to Mental Health and Wellbeing within Achieve More Training. The policy is informed by practice, feedback and legislation including the Well-being of Future Generations Act (2015) which is summarised below:

Well-being of Future Generations

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales.

The seven well-being goals:

A prosperous Wales – where everyone has jobs and there is no poverty

A resilient Wales – where we're prepared for things like floods

A healthier Wales – where everyone is healthier and are able to see the doctor when they need to

A more equal Wales – where everyone has an equal chance whatever their background

A Wales of cohesive Communities – where Communities can live happily together

A Wales of vibrant culture and thriving Welsh language – where we have lots of opportunities to do different things and where lots of people can speak Welsh

A globally responsible Wales – where we look after the Environment and think about other people around the World.

[Well-being of Future Generations \(Wales\) Act 2015 – The Future Generations Commissioner for Wales](#)

Position Statement

Our policies and procedures seek to minimise the triggers for poor mental health, promote wellbeing and equip our setting community to build confidence, resilience and knowledge, enabling them to prosper and be mentally healthy and prepared for work in a cohesive community. Details our approach to develop these Well-being goals can be found below in our Mental Health and Well-being Strategy.

Furthermore, all learners and staff are given equal opportunity regardless of their background. Learners and staff are also provided with lots of opportunities to reflect a thriving Welsh Language and Culture. Achieve More Training acknowledges the importance these Well-being goals and as such as specific policies in place for Equality and Diversity (POL002) and Welsh Language and Culture (POL015) where more detail is available relating to these specific aims.

Mental Health and Well-being is the responsibility of all staff and led by our Designated Safeguarding Lead (DSL), who is supported by a deputy and the Senior Leadership Team. There is a monthly Safeguarding and Well-being Calendar of activities planned, which is reviewed and shared monthly. Activities are planned in line with the organisational Quality Development Plan (QDP), as well as the QDP for the DSL role and Equality Development Plan.

Achieve More Training will:

- Ensure all staff and students are working towards the seven Well-being goals of the future generations act (2015)
- Provide one to one support for learners and staff
- Signpost students and staff to appropriate support, help and advice
- Provide students and staff with a list of resources so they can get support on a range of issues independently
- Provide advice on prioritising your own wellbeing and mental health

Promoting a centred person approach to mental health and wellbeing

Person-centered practice is a model of care that puts the person first. We emphasize the importance of relationships, dignity, respect, and choice for people. This can be evidenced in areas such as reviews, audits and well-being referrals.

We ensure that our policies and procedures consider the impact of health and wellbeing on learner engagement and ensure that no learner is disadvantaged. This thread is evident in all policies.

We listen to the concerns of our staff and students ensuring we create a safe environment where all can discuss all matters relating to health and wellbeing. This can be reflected in our surveys and also our 'You Said, We Did Report'.

Effective communication, engagement and mutual respect will bring a positive supportive culture which will encourage and empower all at Achieve More Training. This will help to develop resilience and a happy and healthy environment. This can be evidenced in reviews, observations of teaching and learning, meeting minutes and survey feedback.

How we communicate

All Communications around Mental Health and Well-being are inline with all other organisational policies including Policy POL011 Communications Policy. A summary of key communications around Mental Health and Well-being is detailed below:

Communication Approaches **Effective communication** is critical to the success of this strategy. We will look to develop and utilise a wide range of solutions to promote this strategy, the priorities, actions and successes of the Wellbeing Strategy, including:

Learners: Well-being Calendar, Personalised well-being Plans, Individual learning plans, well-being newsletter.

Staff: Well-being calendar, newsletters, well-being hour.

Community: social media, website, Achievements.

Our safeguarding culture provides opportunities and safe space for learners and staff to discuss matters of concern and to seek information, guidance and support on all matters relating to wellbeing.

Creating professional, inclusive pathways in sport leisure and education - **Developing ambitions Leaders at every level – Solution based focus through innovation and collaboration - Positive, proactive culture built on integrity and trust- Raise standards, improve quality, Achieve More!**

Early intervention

Early intervention to identify issues and provide effective support is crucial. Our role in supporting and promoting mental health and wellbeing can be summarised as:

1. Prevention: creating a safe and calm environment where mental health problems are less likely, improving the mental health and wellbeing, and equipping staff and students to be resilient so that they can manage the normal stress of life effectively. This will include training staff and teaching students about mental wellbeing through the curriculum.
2. Identification: recognising emerging issues as early and accurately as possible.
3. Early support: helping staff and students to access evidence informed early support and interventions.
4. Access to specialist support: signposting and working with other agencies to provide swift access or referrals to specialist support and treatment.

Poverty strategy

Achieve More Training recognises that poverty has a huge bearing on both the mental health and Well-being of people. As such AMT has devised a Poverty Strategy to compliment and form part of the overarching Mental Health and Well-being Strategy.

As above the Well-being of Future Generations Act (2015) and the 7 goals to well being underpin this strategy.

Within Achieve More Training we recognise that Poverty negatively impacts students in a variety of ways within education and beyond. This can be through a variety of different factors that are often symptoms of poverty, like health issues from a diet that lacks nutrition, homelessness, lack of food, or the inability to receive medical treatment for illnesses. These factors often place more stress on a student, which can negatively impact the student's ability to succeed within education.

Some groups of people who are more at risk of living in poverty also face inequalities in other ways. This includes people from different ethnic groups, refugees, disabled people, single parents, older people and young people who are not in employment, in education and training.

Even working families are at risk of poverty. This can be as a result of a range of different things, including wage levels, whether people work part time and how much they spend on things like food, utilities and housing.

Achieve More Training are passionate about supporting and educating young people and adults, so they succeed in achieving their goals and led a happy and healthy life. We aim to do this by:

Our strategy is to increase the skills young people and adults have.

- Skills help people get jobs or better paid jobs. This can make a real difference to tackling poverty in people's lives.

Creating professional, inclusive pathways in sport leisure and education - **Developing ambitions Leaders at every level** –
Solution based focus through innovation and collaboration - **Positive, proactive culture built on integrity and trust-**
Raise standards, improve quality, Achieve More!

- Improve education and training to support learning, to be healthy and gain all the skills they need for the future. Having well-being resources and signposting for outside agencies.
- Opportunities to get people into work and out of poverty. Preparing for interviews and ensuring students are ready for employment.
- Improving student wellbeing. Building relationships is a key aspect when it comes to a creating a positive learning environment. It also helps foster mutual respect and trust with your students and their families. Being a source of consistency. Let our students and families know they can trust us and make them feel welcome.

Achieve More Training will:

- Create a culture of growth and success in our setting that effectively educates all students about the opportunities available to them following education.
- Provide benefits and resources within the settings to all students so those living in poverty have the necessary supports to succeed, with the assistance of outside agencies.
- Provide professional development for staff to assist them in working effectively with students in poverty and address the impact of associated trauma and chronic stress.

Ways we improve wellbeing within Achieve More Training are:

1. Promote Services and Resources, sharing online resources and signposting to different services that can support.
2. Introduce Mindfulness Lessons, regular support and promoting the importance of taking breaks from their busy schedules.
3. Implement Training Sessions for our Staff, staff and tutors are constantly on the front line, so they're likely to be the first to witness wellbeing warning signs and concerns.
4. Organise Events, sharing a calendar of events.
5. Foster Partnerships, signposting to organisations dedicated to promoting mental health and making it more accessible.