



WELLBEING STRATEGY

2023-2026

TABLE OF CONTENTS



Introduction



Strategic Aims



Wellbeing Pillars



Action Plan



INTRODUCTION

Our Strategic Plan

“We are committed to creating a safe, pleasant and healthy environment on all our campuses to support positive mental health and develop more resilient communities.”

The first aim of the college’s Strategic Plan is to **ensure all our learners have the experience, knowledge and skills to succeed in life**. To achieve this aim we are committed to promoting learners’ wellbeing as a priority, providing a safe learning environment and developing healthy communities across all our campuses. This includes adopting a person-centred approach and prioritising safeguarding.

Supporting our staff is essential in providing effective support for our learners. We have exceptional staff at Coleg y Cymoedd whose dedication and commitment to our learners is outstanding. Both our Strategic Plan and this Wellbeing Strategy describe how we will support our staff to ensure they are able to support our learners.

The [World Health Organisation](#) defines mental health and wellbeing as: “a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community”.

In developing and updating this strategy we have considered external and internal guidance, research and data such as:

- [Wellbeing of Future Generations \(Wales\) Act 2015](#)
- Estyn Report - [Support for learners’ mental health and emotional wellbeing](#)
- Investors in People Review - Gold Level (reaccredited February 2024)
- Wellbeing surveys – staff and learners
- [Corporate Health Standards](#)
- [Welsh Government report - Mental well-being \(National Survey for Wales\): April 2022 to March 2023](#)



Underpinning our strategy are the 5 wellbeing pillars identified by learners, staff and governors in our previous strategy:

- Physical
- Mental
- Social
- Digital
- Financial



At Coleg y Cymoedd, we recognise the profound impact that trauma and adverse childhood experiences can have on individuals' well-being, development and learning. We are committed to adopting a trauma-informed approach in our policies and practices to create a safe and supportive environment for all, in line with our commitment to becoming a trauma-informed college.

Our strategy recognises the importance of embedding a whole college approach to mental health and wellbeing. It is a broad approach which seeks to promote positive mental health and wellbeing in all aspects of college life, helping learners and staff through change and challenge, and engaging the whole community in a positive environment imbued with empowerment, resourcefulness and resilience.

Social Partnership Working

“Social partnerships were well-received by all parties and have led to real shifts in ways of working - reducing the ‘us and them’ culture which, in turn, reduces complaints and leads to real-world solutions that are seen as supporting teachers. • Social partnership approaches take considerable time and money, but reap significant returns on investment.” (Digging In report, 2023)

A key aspect of our commitment to staff wellbeing is seen through our social partnership with union representatives in the college. Weekly meetings and regular forums between the senior leadership team and union wellbeing reps have led to improved working practices in the college. Our work in this area is an essential aspect of the Wellbeing Strategy for 23-26.

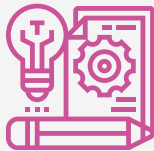
- To establish and embed a **culture of inclusiveness** and positive mental health and wellbeing which focuses on prevention, early identification, and intervention.
- To deliver a **consistent, responsive, and collaborative support** provision where all members of our community can feel safe and access internal and external provisions to support their mental health and wellbeing.
- To encourage staff and learners to **take responsibility for their mental health and wellbeing** and equip them with the resilience needed to overcome barriers.

The college is committed to achieving these aims through:



- Leadership and Management

- Ethos and Environment



- Curriculum

- Learner Voice



- Staff Development and Support

- Targeted Support for Learners



- External Partnerships

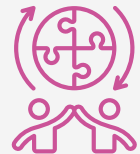
- Audit and Evaluation





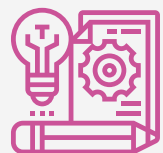
LEADERSHIP & MANAGEMENT

- Designated member of People & Culture with responsibility for staff wellbeing.
- Director of People & Culture who oversees the wellbeing provision for staff.
- Regular reporting of staff wellbeing via the People & Culture Board.
- Designated member of SLT with responsibility for learner wellbeing.
- Head of Wellbeing & Safeguarding who oversees the wellbeing and safeguarding provision for learners.
- Regular reporting of learner wellbeing via the Learner Experience Board.
- Experienced and well-trained Safeguarding Team.
- Directors of Learner & Campus Services who lead on Learner Voice, behaviour and campus events.
- Regular liaison with other colleges – sharing good practice.
- Evaluation of Mental Health funding spend.



ETHOS & ENVIRONMENT

- Clear behaviour management and conduct policies for staff and learners.
- Equality, Diversity and Inclusion Policy and Strategic Equality Plan.
- Ensuring adherence to the Safeguarding and Child Protection Policy and statutory guidance contained in 'Keeping Learners Safe'.
- Promoting a positive culture of disclosure via staff and learner support systems.
- Providing and developing a range of resources on the staff and learner portals for on-going support and guidance.
- Having a Fitness to Study procedure which addresses support and actions in the context of significant mental health difficulties.



CURRICULUM

- Development of a tutorial programme that promotes positive attitudes, resilience and guidance on all matters relating to learner wellbeing.
- Engaging in targeted activities throughout the academic year to promote support for mental ill health with an increased emphasis during key periods in the academic calendar, for example induction, Mental Health Week and the lead up to exams.
- Review of ILP process to create the opportunity for learners to identify and build on their strengths and identify individual targets.
- Provision of a learner Wellbeing Team where learners can access support for their mental health and emotional wellbeing.



LEARNER VOICE

- Reviewing the Learner Involvement Strategy that encapsulates the approach taken to ensure all learners can contribute to all aspects of college life and articulate their views and concerns through a variety of mechanisms.
- Development of Cymoedd Xtra as a platform for engaging all learners.
- Regular Learner Surveys and focus groups to identify what's working/not working.
- Development of Learner Ambassadors, Course Reps and Student Governors.



STAFF DEVELOPMENT & SUPPORT

- Annual safeguarding update training for all staff.
- Mental Health First Aid and Applied Suicide Intervention Skills Training (ASIST) for key staff.
- Supporting staff to access a wide range of training and development opportunities including trauma informed approaches.
- Staff wellbeing initiatives and support, e.g. wellbeing activities included in CPD days, Fika coffee mornings, the Well Aware project and our social partnership working.
- Regular staff surveys - How Are You?
- CyC staff counsellor.



TARGETED SUPPORT FOR LEARNERS

- Effectively triaging and signposting to appropriate internal and/or external support through the wellbeing and safeguarding team.
- 1:1 and group sessions delivered as needed.
- Appointment of a Digital Wellbeing Officer who provides 1:1 and group support.
- Specific support for vulnerable learners, including CLA, Young Carers, UASC and learners with ALN.



EXTERNAL PARTNERSHIPS

- Contributing to multi-agency support for students via close liaison with relevant professionals in health and social care (e.g. CAMHS) and third sector organisations.
- Liaising with local schools to facilitate transition for vulnerable learners including those with ALN or care-experienced.
- Developing links with external professionals who can provide support for staff, e.g. Occupational Health and community nurses.



AUDIT & EVALUATION

- Regular analysis of My Concern data alongside staff and learner surveys to identify main presenting themes and emerging issues.
- Engagement with an external auditor to evaluate staff and learner wellbeing provision.

WELLBEING PILLARS

Promoting wellbeing by providing staff and learners with the knowledge and skills to protect their wellbeing.

Physical wellbeing	Mental wellbeing	Social wellbeing	Financial wellbeing	Digital wellbeing
<p>To provide a safe and healthy working and learning environment</p> <p>To support colleagues and learners to make healthy choices around alcohol, drugs and others substances.</p> <p>To support a healthy, balanced diet in the college</p> <p>To develop, promote and increase an awareness and participation in physical activity</p>	<p>To equip colleagues and learners with the skills and tools to support their own mental health and wellbeing in and outside college life</p> <p>To assist colleagues and learners to feel comfortable discussing mental health without stigma</p> <p>To equip all colleagues with the skills to identify triggers and signpost those with mental ill health</p> <p>To equip specialist colleagues to identify and assist.</p>	<p>To encourage positive and healthy relationships in and outside of college</p> <p>To recognise, value and respect all colleagues and learners</p> <p>To support colleagues and learners with social isolation</p> <p>To explore the use of indoor and outdoor social spaces for colleagues and learners</p> <p>To encourage colleagues and learners to positively contribute to their local communities</p> <p>To encourage colleagues and learners to be socially responsible in their environment</p>	<p>To provide guidance on support available for financial wellbeing</p> <p>To encourage healthy personal financial habits</p> <p>To support enterprise, development and employment opportunities for colleagues and learners</p> <p>To raise awareness of how to support those who have financial needs in our local and wider communities</p>	<p>To provide an accessible infrastructure to allow teaching and learning to take place seamlessly</p> <p>To support ongoing development of capability to improve competence and confidence</p> <p>To promote healthy habits and relationships with technology to improve overall wellbeing and career potential</p> <p>To promote the safe and ethical use of digital technology to safeguard online and future profiles</p>

The Wellbeing Pillars were developed by learners, staff and governors and were designed to ensure there is a wellbeing 'golden thread' throughout all college activities.



Promote



Provide



Protect

> 2023-26 ACTION PLAN

This action plan has been created using the 5 Wellbeing Pillars and will be monitored through termly Learner Experience Board and People & Culture Board meetings.

actions

impact

pwr*

To develop the Active Wellbeing offer for staff and learners.
To increase enrichment activities.
To develop tutorial resources.

Increased opportunities and engagement.
Updated tutorial resources that engage and meet the needs of our learners.

Active Wellbeing Officer
P&C Wellbeing Lead
Learner and Campus Services Teams
T&L Coaches

To develop the staff and learner portals to improve support signposting, guidance and resources.

Improved resilience and self-help strategies.

P&C Wellbeing Lead
Head of Wellbeing & Safeguarding

To develop Cymoedd Xtra activities.
To develop opportunities for staff.

Improved mental health scores in learner and staff surveys.

P&C Wellbeing Lead
Learner and Campus Services Teams

To develop information on website and portals.
To work towards 'poverty-proofing' the college .

Improved responses in learner and staff surveys and focus groups.

P&C Wellbeing Lead
Learner and Campus Services Teams

To develop information and guidance for learners and staff in line with the Online Safety Act.

Increased awareness of the risks and how to stay safe and well online.

Digital Wellbeing Officer
Head of Wellbeing & Safeguarding

* People with Responsibility