



Brighton Forward Mental Health and Wellbeing Policy

1. Introduction

Brighton Forward is committed to supporting the mental health and wellbeing of all members of our college community, including students aged 16-25 with Special Educational Needs (SEND) and Social, Emotional and Mental Health (SEMH) needs, and staff. We believe that a secure, supportive environment enables growth in confidence and engagement, essential for social, emotional, and educational development.

This policy reflects our ethos that wellbeing is fundamental to effective teaching, learning and personal development.

2. Policy Aims

- To promote positive mental health and wellbeing for all students and staff.
- To provide clear procedures for identifying and supporting those experiencing mental health difficulties.
- To foster a whole-college culture where wellbeing is prioritised, and open conversations about mental health are encouraged.
- To ensure compliance with statutory guidance on health, relationships, and sex education.
- To support staff wellbeing through leadership commitment, manageable workloads, and access to appropriate support.

3. Leadership and Responsibility

Senior leaders, including the Director, take ultimate responsibility for mental health and wellbeing.

The Director, the designated Mental Health Lead, coordinates support for students and staff.

All staff receive training to recognise and respond to mental health issues appropriately.

Leadership commits to reviewing wellbeing policies annually and adapting strategies based on feedback and outcomes.

4. Supporting Students' Mental Health and Wellbeing

The programme includes planned activities that promote self-knowledge, self-esteem, confidence, and emotional regulation, aligned with SEND and SEMH needs.

Students receive tailored personal, health, and relationships education that complies with statutory guidance.

An effective anti-bullying strategy is in place, with staff trained to prevent and respond to bullying.

Individualised support plans are developed for students with identified mental health needs, involving families and external professionals as appropriate.

Safe spaces and trusted staff are available for students to discuss wellbeing concerns confidentially.

5. Supporting Staff Wellbeing

Brighton Forward recognises staff as a precious resource and commits to fostering a positive work environment where wellbeing is valued equally with physical health.

Workload is managed to promote work-life balance and staff wellbeing initiatives are embedded in whole-college strategies, including regular wellbeing check-ins and access to mental health resources.

Leadership models transparency about their own wellbeing challenges to encourage openness and reduce stigma.

Staff have access to confidential support services and professional development related to mental health.

6. Monitoring and Evaluation

The college monitors wellbeing indicators such as staff absence, turnover, student engagement, and feedback from surveys.

Regular reviews of wellbeing policies and practices ensure continuous improvement and leadership evaluates the impact of wellbeing initiatives and adapts strategies accordingly.

7. Related Policies and Guidance

- Behaviour Policy
- Safeguarding Policy
- SEND Policy
- Health and Safety Policy

8. Review

This policy will be reviewed annually by senior leadership and updated as necessary to reflect best practice and statutory requirements.

Approved by: Laura Vallone, Managing Director

Policy review date: 10th January 2026

Next review date: January 2027