



Your Mental Health and Wellbeing Matters

We believe that everyone involved in Skills and Employment provision should be able to enjoy the highest possible standard of wellbeing and mental health and we want our working environment to underpin and promote wellbeing for all.

We want to ensure that our service is free from mental health discrimination; guided by emotional intelligence, and characterised by a supportive, nurturing culture: a service where the conditions are such that every member of staff, partner and customer can thrive.

We recognise that we all have a role to play in creating and sustaining these conditions and we will work in partnership to lead the way to protect, enhance and promote wellbeing for all involved in our provision.

To underpin a wellbeing culture the Skills and Employment Team will:

- promote equality of opportunity, value difference and challenge mental health stigma through curriculum teaching, our wider employment support programmes and our working relationships with each other
- create an open and inclusive service ethos based on respect and dignity, that recognises neurodiversity in the way we work
- create an environment where everyone feels safe and able to be themselves without fear of prejudice or adverse/inappropriate action
- ensure our focus on positive mental health and wellbeing is led by the Skills and Employment Senior Manager supported by a team Health and Wellbeing Champion
- promote the benefits of the NHS 'five ways to mental wellbeing' throughout our service
- promote the expectation that everyone has a responsibility for their own health and wellbeing and is sensitive to that of others
- improve access to high quality wellbeing resources for everyone
- be mindful of workloads and the importance of 'switching off'
- ensure wellbeing is embedded into performance frameworks
- provide appropriate mental health training for staff and manage a robust system of supervision that supports a 'just report' safeguarding ethos aimed at alleviating distress and/or preventing harm
- provide targeted individual mental health support where appropriate or alternatively signpost to effective external support service partners, as required
- encourage collaborative team working and opportunities for regular staff social interaction to ensure that no team member feels isolated or unsupported
- involve the learner/customer/partner voice in our service development
- implement a Positive Mental Health and Wellbeing action plan which is continuously informed, reviewed and improved in line with our quality monitoring cycle