

Mental Health and Wellbeing Policy

Owner: World of Education Ltd

Effective Date: 02/10/2025

Review Date: 02/10/2026

1. Policy Statement

At World of Education, we are committed to promoting the mental health and emotional wellbeing of all members of our community, learners, staff, tutors and families. We recognise that wellbeing is fundamental to effective learning, personal development, and safeguarding. We aim to create an environment where every individual feels valued, supported, and safe to express their emotions and access help when needed.

This policy outlines our approach to promoting positive mental health, early identification of concerns, and delivering effective, compassionate support.

2. Aims

- To develop a culture that promotes wellbeing and reduces stigma.
- To support the early identification of mental health difficulties.
- To offer timely and effective interventions for learners in need.
- To provide selected tutors with the training and confidence to support mental health.
- To work in partnership with families (at their request).

3. Definition of Mental Health

Mental health is defined as a state of wellbeing in which an individual can:

- Cope with the normal stresses of life
- Work productively
- Build positive relationships
- Contribute to their community

Mental health can fluctuate and may be affected by trauma, stress, neurodivergence, or social/environmental pressures.

4. Our Approach

We provide a trauma-informed and relational support as World of Education believe:

- Behaviour is communication.
- Mental health is a shared responsibility, not a specialist issue.
- Support must be flexible, accessible, and person-centred.
- Connection and safety are the foundations of emotional recovery.
- Training and guidance for staff and tutors is updated regularly to reflect best practice in trauma-informed and relational approaches.

6. Promoting a Mentally Healthy Environment

We embed wellbeing in our daily practice by:

- Using relational and trauma-informed approaches.
- Providing safe online spaces for emotional regulation.
- Encouraging learner voice through reflective activities.
- Delivering PSHE and life skills content that builds emotional literacy and resilience.
- Creating low-arousal environments for learners with sensory sensitivities.
- Encouraging positive peer relationships and inclusivity.
- Offering mentoring, counselling, and therapeutic services (additional costs).

We monitor both physical and online learning environments regularly to ensure they remain inclusive, low-arousal, and supportive for all learners.

All tutors and staff are encouraged to reflect on their practice and share strategies for promoting emotional wellbeing across the organisation.

7. Identification of Mental Health Needs

Early signs of emotional or mental health difficulties may include:

- Withdrawal or isolation
- Decline in attendance or engagement
- Frequent emotional outbursts or shutdowns
- Low mood, self-criticism, or feelings of hopelessness
- Physical symptoms with no clear medical cause
- Risk-taking or self-harm behaviours
- Sleep or eating difficulties
- Changes in appearance or hygiene

Staff are trained to identify signs and respond with empathy and without judgment.

Learners are empowered to access wellbeing resources independently, while being supported to seek help when needed.

8. Support and Interventions

We offer a graduated approach to mental health support:

Support Options

- Safe space or time-out
- Wellbeing-focused curriculum and varied teaching styles
- Counselling, mentoring, therapeutic online services (additional costs)
- 1:1 or small group SEMH sessions (additional costs)
- Support from mental health trained mentors
- Emotion coaching or therapeutic mentoring
- Family - parenting support

Specialist Support at Request of Parents/Guardians (High-Need Learners)

- Referral to CAMHS, EWMHS, GP or social care.

9. Suicide, Self-Harm, and Risk

World of Education treat all disclosures of suicidal thoughts, self-harm, or risk to life with immediate seriousness. Procedures include:

- Listening calmly and without judgement.
- Inform World of Education administration team, who will then inform parents/guardians (unless doing so puts the child at greater risk).
- If parents/guardians request assistance, work in collaboration (if parents request assistance) to refer to CAMHS, Crisis Team or GP where appropriate.

10. Online/Remote Learning Support

We recognise the importance of mental health in online settings. Our approach includes:

- Building positive online relationships between tutors and learners.
- Online safety and digital wellbeing education.

11. Staff/Tutor Wellbeing

We believe staff mental health directly impacts pupils. World of Education strives to:

- Offer mental health CPD and trauma-informed training.
- Promote a culture of open communication.
- Take reasonable steps to support staff and tutors with mental health conditions or challenges.
- Provide signposting to external support such as counselling, occupational health, or GP services.

12. Working with Families and External Agencies

We will:

- Offer a non-judgemental approach to parents/carers experiencing difficulties.
- Signpost to local services (e.g., CAMHS, YoungMinds, Kooth).

13. Confidentiality and Information Sharing

All mental health concerns are handled with sensitivity and discretion. We will share information only:

- Where there is a safeguarding duty or risk of harm.
- With parental/carers consent where appropriate.

14. Monitoring and Review

- This policy is reviewed annually or sooner if national guidance changes.
- Regular feedback is gathered from learners to ensure our mental health practices meet their needs and are effective.
- We promote a whole-organisation approach where mental health and emotional wellbeing are seen as shared responsibilities across staff, tutors, learners, and families.

15. Contact

If you have any questions, or concerns relating to this policy, please contact:

Email: info@worldofeducation.online

Owner: World of Education Ltd