

# Positive Mental Health and Wellbeing Policy

**Policy Owner**      **Sandeep Athwal**

Full Name	Position	Signature	Date	Review Cycle
Sandeep Athwal	Director		16/11/2023	Annual

At the School of Coding, we are committed to the holistic well-being of our students, staff, and all members of our community. We recognise the significance of positive mental health as an essential foundation for personal and academic success. This policy outlines our commitment to fostering a supportive and nurturing environment that promotes mental well-being and provides resources for those who may need assistance.

## **Policy Statement:**

### **Creating a Supportive Environment:**

- We strive to create a positive and inclusive learning and working environment that is free from discrimination, harassment, and stigma.
- Our policies and practices are designed to promote mental well-being and provide equitable access to opportunities for all members of our community.

### **Promoting Awareness and Education:**

- We are committed to promoting awareness and understanding of mental health issues. This includes providing education and resources to our students and staff.
- We will actively seek to reduce the stigma surrounding mental health by encouraging open conversations and fostering a culture of empathy and support.

### **Access to Resources:**

- We will provide access to mental health resources and support services.  
/ / These resources may include counseling, mental health workshops, and guidance on seeking external help when needed.
- Confidentiality and privacy will be respected in all interactions with mental health services.

### **Early Intervention and Support:**

- We encourage early intervention and support for individuals who may be experiencing mental health challenges.

- Our staff and educators are trained to recognize signs of distress and to provide appropriate support or referrals to the necessary resources.

## **Work-Life Balance:**

- We value work-life balance and recognize that it is essential for mental well-being. We will strive to create policies and practices that support this balance.

## **Clear Reporting and Accountability:**

- We are committed to maintaining clear reporting mechanisms for incidents related to mental health, discrimination, or harassment.
- We will hold ourselves accountable for addressing such incidents promptly and effectively.

## **Implementation:**

- This policy will be communicated to all members of the School of Coding community, including students, staff, and parents/guardians where applicable.
- Regular training and awareness programs on mental health will be organized for staff and educators.
- We will actively seek feedback from our community to continually improve and adapt our mental health and well-being initiatives.
- This policy will be reviewed periodically to ensure that it remains aligned with best practices and evolving needs.

## **Conclusion:**

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The School of Coding is dedicated to fostering an environment where every individual can thrive both academically and personally. We believe that positive mental health and well-being are integral to this mission. By implementing and upholding this policy, we aim to create a community that is supportive, compassionate, and committed to the mental well-being of all its members.