

Welfare and Mental Wellbeing of Young People Policy



This policy works in conjunction with the Children and Vulnerable Adults Safeguarding Policy, all staff have a duty of care and can support learners.

At Make UK we aim to develop a culture based on trust, support and mutual respect within our organisation. We aim to create and promote a culture where learners are able to talk openly about their welfare and mental wellbeing and are able to discuss difficulties without fear of judgment.

The **welfare** of a person is their health, comfort, and happiness, when with a learner you can:-

- ascertain wishes and feelings of the young person/apprentice concerned (in the appropriate text)
- discuss their physical, emotional and training/educational needs
- discuss changes in his or her circumstances, that will and does affect their training/education

The learners' **mental wellbeing** is ensuring they are comfortable, healthy and happy, you can:-

- Connect with your learner, talk communicate, put the learner at ease
- Thank your apprentices, show appreciation , praise when due
- **Be mindful** – be more aware of the present moment. Some people call this awareness "mindfulness"

We aim to:-

- Promote and protect our learners
- Promote the support available to learners throughout Make UK with a network of mental health first aiders
- Offer support and assistance when needed to learners and sign posting to the correct supporting organisation
- Address workplace mental wellbeing can and will strengthen the positive factors reducing the risk for mental ill health and improve learners' general health.

Our mental health first aiders and supporting staff will

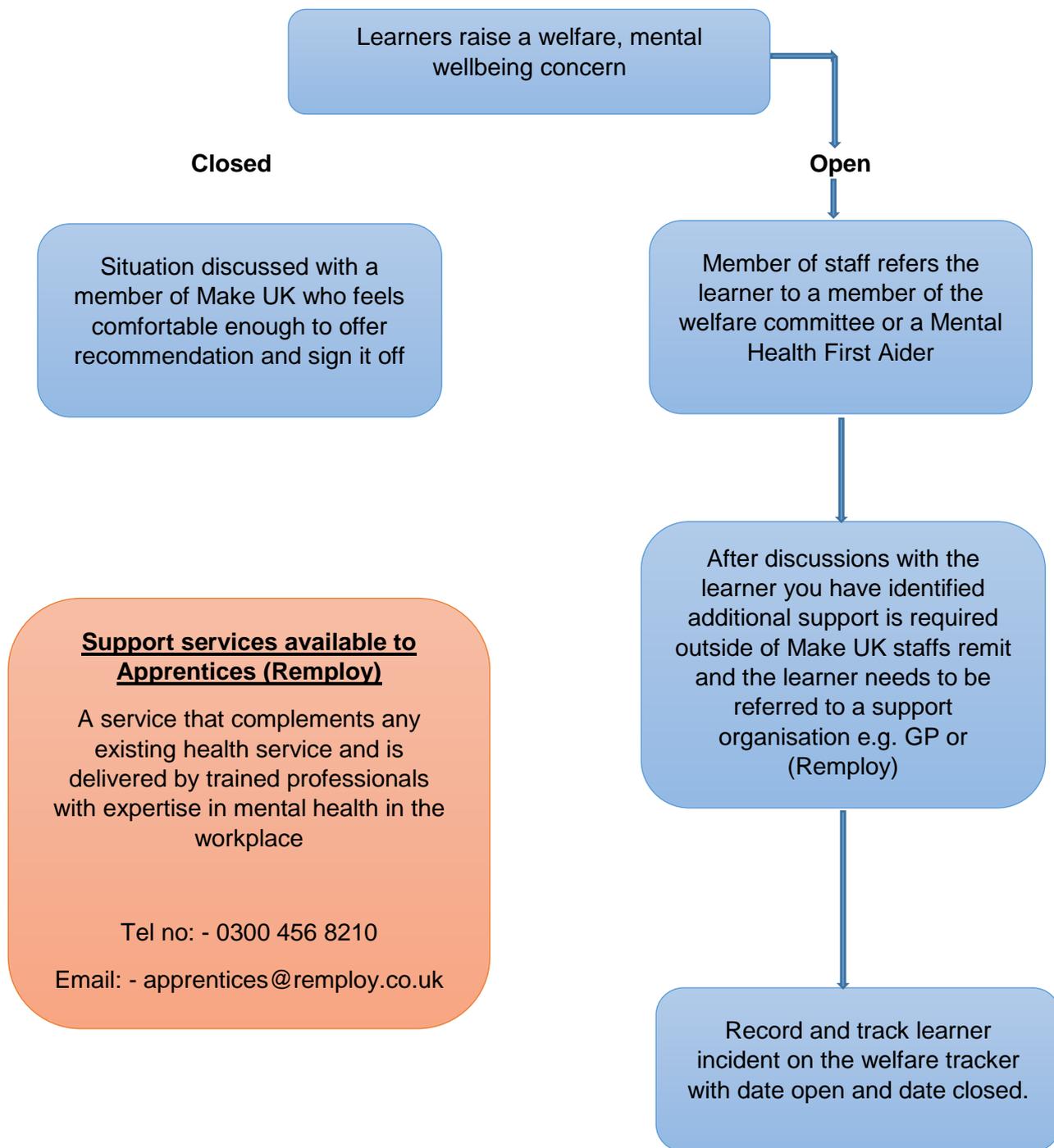
- Give non-judgmental and proactive support to learners who experience mental wellbeing
- Deal sympathetically with learners suffering from mental health problems due to circumstances outside the workplace, and who consequently find it difficult to do their jobs properly
- Ensure individuals suffering from mental wellbeing problems are treated fairly and consistently and are not made to feel guilty about their problems
- Encourage learners to consult the occupational health department (if there is one within their company), their own GP or the appropriate referral organisation
- Treat all matters relating to individual learners and their mental wellbeing problems in the strictest confidence and share on a 'need to know' basis only with consent from the individual concerned.

Learner support network available within Make UK are:-

- **Mental health first aiders** - A number of staff who are trained to listen, give assurance, information and refer staff and learners to the appropriate referral organisation.
- **Welfare committee** – Discuss incidents that have occurred and track the efficacy of activities and interventions to ensure that learners are supported with their mental wellbeing.

- **Safeguarding team** – Team of safeguarding leads who are trained to protect and listen to learners, to protect vulnerable groups from harm.

Framework for supporting a learner with Welfare and Mental Wellbeing



Support services available to Apprentices (Remploy)

A service that complements any existing health service and is delivered by trained professionals with expertise in mental health in the workplace

Tel no: - 0300 456 8210

Email: - apprentices@remploy.co.uk

Policy Author	Policy Date	Policy Review Date
Jayne Griffiths	January 2020	January 2022