



## HEALTH & WELLBEING POLICY

Updated May 2018

Approved by the Principal

**This policy links to and should be read in conjunction with the following policies:**

- Supporting Learners with Medical Conditions Policy
- General Data Protection Regulation Policy
- Safeguarding and Child Protection Policy
- Complaints, Compliments and Concerns Procedure

### 1. Purpose

- 1.1 The purpose of this policy is to ensure that Big Creative Academy adheres to its legal obligation and social responsibilities, in relation to the health and wellbeing of its learners and staff.
- 1.2 The Academy is committed to improving the health and wellbeing of all learners and staff. The importance of providing a learning environment that promotes health, safety and wellbeing is enshrined in the Academy's values and strategic plan. We will promote opportunities for learners and staff to thrive and benefit from their learning or employment experience.
- 1.3 Students and staff are encouraged to disclose any health conditions/difficulties or issues to the Academy, either pre- or post-admission, in order to enable the Academy to make reasonable adjustments to meet their needs and enhance their learning or employment experience (see also Supporting Learners with Medical Conditions Policy). The information will be treated in such a way to ensure that the Academy's guidelines on confidentiality are maintained.

### 2. Scope

- 2.1 Big Creative Academy is diverse and includes full and part time learners, on a range of courses, as well as apprentices and work-based learners. The Academy is committed to improving best practice, throughout the organisation, and ensuring that the health and wellbeing of learners is embedded into the delivery of programmes, enrichment activities and general services.
- 2.2 This means that learners are encouraged to be physically, mentally, emotionally and sexually healthy, lead healthy lifestyles and choose not to misuse drugs, alcohol and illegal substances.
- 2.3 Big Creative Academy has a diverse workforce and is committed to ensuring that we maintain a healthy and safe environment and support the physical and mental health and wellbeing of staff during their employment.

### 3. Responsibility and Authority

- 3.1 Responsibility for the health and wellbeing of all learners and staff whilst at the Academy rests with the Principal