



St Dominic's
Sixth Form College

Emotional Wellbeing and Mental Health Strategy

Date	March 2025
Approved by	Principal / Nominated Wellbeing Governors / Senior Leadership Team / Designated Senior Lead for Mental Health
Date of Next Review	March 2026
Author	Wellbeing Coordinator
Available on	College Website

1. Vision and Commitment

As a Catholic Sixth Form College, emotional wellbeing and mental health are central to our mission to enable all members of our College community to flourish and fulfil their potential. Our vision is both personal and public in that it helps both staff and students to live life selflessly and to the full. We aspire to nurture the students in our care so that they go out into the world as confident and compassionate young people. We are committed to sustaining a culture where every pupil, member of staff, and parent/carer feels valued, supported, and empowered to thrive.

2. Summary of Reviews and Evaluations

- **Stakeholder Evaluations:** All groups (students, parents and staff) have reported outstanding confidence in the College's wellbeing provision, with comments highlighting the high levels of support with emotional wellbeing available, the consideration given to the importance of members of the College community being valued, and the College's collective spirit.
- **SWOT Analysis Summary:**
Strengths: College Mission and Ethos Policy, commitment to wellbeing by Governors, Principal, SLT etc., culture of openness about mental health, effective mental health leads, embedded curriculum support, access to pastoral services, multi-faceted approach to promoting wellbeing and mental health among stakeholders.
Weaknesses: No significant weakness identified.
Opportunities: Continuing to remove the stigma about all health issues be they mental or physical, using IT ever more creatively to reduce workloads and support wellbeing, promoting resilience strategies to help stakeholders cope with challenges, continuing to share good practice externally.



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Threats: Financial pressures on the College, changes in external CAMHS capacity, fears about a decade of austerity and a global recession, unrealistic expectations

3. Strategic Aims (2025–2026)

1. Maintain the high standard of wellbeing provision and continue to monitor its effectiveness. As part of this, continue to conduct an annual data-driven SWOT analysis of our provision for promoting wellbeing and mental health among our stakeholders.
2. Celebrate and promote the success of our wellbeing culture within and beyond St. Dominic's.
3. Continue to embed wellbeing in teaching and learning, CPD, and leadership development.
4. Continue to strengthen partnerships with external services, parents, and the wider community.
5. Monitor national trends and external potential threats to wellbeing and adapt proactively as appropriate.

4. Staff Emotional Wellbeing and Mental Health

Staff wellbeing is embedded in our College ethos and is supported through a comprehensive, annually updated guide provided to all staff. Our strategic aim is to ensure all staff feel valued, heard and supported in their professional and personal wellbeing.

5. Professional Development and Resource Allocation

The College recognises the critical link between professional development and staff wellbeing. A dedicated annual budget for wellbeing, managed by the Director of Finance and HR, ensures targeted investment in CPD and resources that promote emotional and mental health.

6. Identification and Information-Sharing Protocols for Student Mental Health

The College has developed a joined-up system for identifying and responding to student mental health needs, ensuring timely and sensitive information sharing. These communications indicate whether staff should take the matter into account or follow up with a conversation, supporting both discretion and clarity of action. Tutors play a crucial role in knowing their students and coordinating appropriate pastoral care, while maintaining strong communication with colleagues. All staff receive safeguarding training annually, including updates on protocols for managing disclosures and mental health concerns.



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7. Emotional Wellbeing and Mental Health Communication Strategy

Effective communication is central to our whole-college approach to emotional wellbeing and mental health. The Principal plays a proactive and visible role in this, regularly engaging with all stakeholder groups through a variety of channels. These include direct emails, the College Website, the College magazine ("Veritas"), and structured meetings such as Academic Board, Teaching and Learning forums, "Keeping in Touch" meetings with parents, and the Student Executive and Student Council.

The College's communication strategy ensures that emotional wellbeing remains a visible, lived priority at St. Dominic's.

8. Governance and Approval

This strategy has been approved by the:

Principal

Designated Senior Lead for Mental Health

Senior Leadership Team (SLT)

The nominated Wellbeing Governors (Noel Feeny and Sister Karen d'Artois)

A summary version is on the College website.

9. Review and Refresh

This strategy is reviewed annually and will be reviewed sooner should national or local developments require that it be refreshed/adapted.