

## **LEARNER WELLBEING POLICY**

### **Purpose and Scope**

We acknowledge the fact that physical and mental wellbeing in the workplace is a health and safety issue and have designed the following policy and procedure to help to identify, avoid and alleviate any unacceptable levels of stress experienced by our learners.

### **Definition of Stress**

The Health and Safety Executive define stress as 'the adverse reaction people have to excessive pressure or other types of demand placed on them'. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress, which can be detrimental to health.

Symptoms of stress may include: problems sleeping; dietary problems; mood swings; lethargy; inability to concentrate; fatigue; emotionalism; chest pains; palpitations; sweating and racing heart. If you suffer from any of these symptoms, you are advised to consult your GP without delay.

### **Procedure for Stress and related conditions**

Anyone who considers that they may be suffering from stress for reasons connected with their working conditions, workload or working relationships with colleagues should approach their tutor or a director, who will deal with the issue promptly and in the strictest confidence and make reasonable efforts to reduce any work-related stress as quickly as possible, taking into account the needs of the course, the examination board and the RCVS and the views of the learner concerned.

Any tutor or colleague noting symptoms of stress in an learner who reports to them or who is approached by a learner complaining of work-related stress should promptly contact a Director who will act in strict confidence.

On return to college from any period of stress-related illness absence, Abbeydale Vetlink Veterinary Training will take into account any available medical advice (as appropriate) and the needs of AVVT when determining which studies/activities are most appropriate.

### **Procedure for other mental health conditions**

Where any learner has, or develops, a physical or mental health condition that is likely to affect them at work, they should speak to a Director in the strictest of confidence. Where a condition would be classified as a disability, they have a duty to inform the AVVT. Any information will be treated in the strictest confidence but will allow the AVVT to support and make any reasonable adjustments necessary.

