

Health and Wellbeing Concern Policy

1. Rationale and Scope

- i. This policy outlines the National Centre's definition of a health and wellbeing concern and presents the possible outcomes of a raised concern, along with the process of support given by the National Centre for Circus Arts.
- ii. We recognise that many of the health and wellbeing concerns listed in the policy may be ongoing, proceeding and exceeding a student's time at the National Centre.
- iii. We are committed to ensuring the inclusion of all students regardless of complex and diverse needs such as disabilities (including physical/sensory impairments), mental health difficulties, learning differences, and neurodiversity.
- iv. This Policy is intended to support and facilitate a student's ability to engage positively, fully and safely with their programme of study and to fulfil the expectations of the training course regardless of any disability, impairment, or other support need.
- v. As a result, this policy and approach should also be read in conjunction with the Inclusivity protocol that focusses on supporting students with disabilities.
- vi. This policy applies to both registered students and prospective students of the BA(Hons) Circus Arts Degree at the National Centre for Circus Arts

2. What is a Health and Wellbeing Concern?

- i. A Health and/or well-being concern is any concern that relates to the physical health or mental wellbeing of a student at the National Centre.
- ii. This policy covers health or wellbeing concerns which are perceived to bring risk to a student, or other users, particularly when working:
 - a. At height in a physical capacity
 - b. With weights
 - c. As a user of a rigged lifting system
 - d. Acrobatically (both individually and in pairs)
- iii. If the Higher Education Team perceive that a health or wellbeing concern is restricting a student's capacity to train or if the concern is presenting a danger to them or others while in the building, either a support through Studies process will be put into place or, in cases of extreme risk, the concern may be referred into the Emergency Powers Policy.

3. Examples of Concerns

- i. Health and Wellbeing concerns are based on the symptoms rather than the cause. A concern can and should be raised when a student experiences or presents a repeated risk of danger to themselves or others when working in the capacities outlined in Section 2. Grounds for concern could be:
 - a. High levels of fatigue
 - b. Visible physical change such as weight or muscle loss
 - c. Blackouts and seizures
 - d. Psychotic or schizophrenic episodes
 - e. Worrying speech or behavior
 - f. Repeated serious injury or harm
 - g. Indications of self-destructive behaviours
 - h. Other continued causes of concern.
- ii. The causes of a concern could be varied and stem from:
 - a. Disordered Eating – Including anorexia, bulimia, orthorexia.
 - b. Mental Health- Extreme cases where the student is deemed a risk to themselves or others.
 - c. Severe Injury – which prevents training or risks further serious harm.
 - d. Alcohol or drug dependency
- iii. If a student feels that they are experiencing any of the above, they should organise a meeting with the Student Support Manager as soon as possible to discuss future support.

4. Prospective Students

- i. Following an application to study, prospective students can contact the Student Support Manager to discuss any concerns prior to arrival.
- ii. If during any point in the audition process a prospective student presents a health and wellbeing concern (such as those listed in Section 3) this should be raised by a member of staff to the Student Support Manager and the Head of Higher Education who will then evaluate the student's safety to participate in the planned activities. The student's emergency contact will be informed of any decisions made in this evaluation.
- iii. In the instance where a health and wellbeing concern is raised either a prospective students after an offer of a place on the course, they will be contacted by the Student Support Manager, who will organise a meeting to develop either a Support Through Studies plan or an action plan for the student. This plan will be put in place following registration on to the course.

5. Current Students: Self-Referral Concerns

- i. All students are encouraged to raise any concerns they have in relation to health and wellbeing with the Student Support Manager or a Mental Health First Aider who will later inform the Student Support Manager.
- ii. Any concerns that the Student Support Manager believes will put you or others at risk during training will then be raised with the HE Team and the Student Wellbeing Team, who will begin the procedure of developing a Support Through Studies or action plan.
- iii. In some instances, a letter of confirmation from a medical professional stating that it is safe for the student to practice circus arts will be required before continuing with certain areas of your training. (See Section 9 of this policy)

6. Current Students: Staff/Peer Concerns

- i. If a member of staff or a peer wishes to raise a concern about another student's health or wellbeing, they should do so by contacting the Student Support Manager or a member of the HE Team who will pass it on to the Student Support Manager.
- ii. The Student Support Manager may contact the reporting person for more details surrounding the concern. Any reporting person has the option to remain anonymous in their report.
- iii. Any concerns that the Student Support Manager believes will put the student or others at risk during training will then be raised with the HE Team and the Student Wellbeing Team, who will contact the student for a meeting and begin the procedure of developing a Support Through Studies or Action Plan.

7. Reporting Increased Concerns

- i. If a student, that is already on a Support Through Studies or an action plan, has a concern which is appearing to get worse, and the risk of danger to either themselves or others has increased, this should be reported to the Student Support Manager or the HE Team as soon as possible.
- ii. Any increased concerns will be assessed by the Student Support Manager and the Head of Higher Education who will decide whether adjustments to any action plans or Support Through Studies agreements need to be made, or if an escalation of support (such as raising the student's Support Through Studies stage) is required.
- iii. If the increased concern is deemed to be too great a risk to the health and safety of the student or others, intermittence or withdrawal will be enforced as an effect of Stage Three of the Support Through Studies Policy and the Emergency Powers Policy.

8. Disclosure and Confidentiality

- i. The National Centre will respect the confidentiality of the disclosing student and will not reveal information without the prior agreement of the individual.
- ii. The decision of whether or not to disclose a Health and Wellbeing concern or its cause and the timing of any disclosure belongs entirely to the individual. However, if opportunities have been given to disclose a concern and an individual decides not to then the National Centre will not be able to offer them individual support or adjustments.
- iii. The National Centre will manage the process of information sharing and will treat all personal data in accordance with the Data Protection Act 2018. Access to health and wellbeing information will be provided on a need-to-know basis only, in order for reasonable adjustments to be implemented.
- iv. As a result, in any instance where your disclosure may be shared with either the HE Team, the Safeguarding Team or the Student Wellbeing Team, you will be informed prior to any information being shared.

9. Medical Professional Letters

- i. In some instances, and relating to both prospective, intermitting and current students, a letter of confirmation from a medical professional stating that it is safe for the student to practice and train may be required before continuing with certain areas of training. This letter needs to be headed, dated and signed, and needs to include confirmation of safety for working:
 - a. At height in a physical capacity
 - b. With weights
 - c. As a user of a rigged lifting system
 - d. Acrobatically (both individually and in pairs)
- ii. If a medical professional does not deem it safe for the student to do any of the activities mentioned above, a Probationary Action Plan will be put in place which may restrict the student's training capacities. In some cases where it has been deemed highly unsafe for a student to participate in the course, the National Centre may suggest that a deferral offer could be appropriate for the prospective student.

10. Intermission

- i. Intermission is when a student elects to pause their studies for the rest of the academic year, commencing again with the next academic year.
- ii. If a student elects to intermit their studies due to a health and wellbeing concern, they will be required to provide a letter from a medical professional to evidence their safety to continue study upon returning (See Section 9 of this policy).
- iii. For further information, please see The National Centre's Intermission Policy.

11. Withdrawal

- i. In the rare instance where a student's health or wellbeing concerns cause too great a risk or a breach of contract (i.e. the use of drugs on school property), or a concern results in serious harm to either the student or another person, the student will be raised to a Very Serious or Critical Concern level in the Support Through Studies Policy), which could result in the student's withdrawal from the course.
- ii. For further information please see the National Centre's Support Through Studies Policy and Emergency Powers Policy.

APPENDIX A

Procedure of a Raised Concern

Below is the procedure of a Health and Wellbeing Concern being reported, evaluated and supported:

1. A student or a teacher/peer raises a health or wellbeing concern with a member of staff.
2. An initial meeting is held with the Student Support Manager and the Head of Higher Education to determine if there is a concern and the severity of the concern.
3. A meeting is organised between the Student Support Manager and the student to discuss the concern raised. In some instances, either the Head of Higher Education or the Academic Administration Manager may be also present at this meeting.
4. The risk of danger to the student or others will then be determined by the Student Support Manager, the Head of Higher Education, and the Safeguarding Lead.
5. If there is a recognised risk to the student or others, the student will be put onto a Support Through Studies agreement or an action plan, which will give clear guidelines for what the student is permitted to participate in.

6. The concern in question will be reviewed regularly through meetings between the student, the Student Support Manager and teacher reports to monitor any improvements or changes.
7. If the risk of danger decreases following support, then any plans will be reviewed and changed with the eventual possibility of returning to full study.
8. If the risk of danger to the student or others increases due to changes in the concern reported, a review will be conducted by the Student Support Manager and the Head of Higher Education to ascertain if any changes to the action plan or Support Through Studies agreements needs to be made, or if an escalation of support is required. In rare instances, following an Emergency Powers Protocol, intermittence or withdrawal from the course may be instated.