



# Student Mental Health And Well-being Policy

Australian Paramedical College



## Purpose

Industry Pathways Pty Ltd (ABN 65 153 814 192) operating as Australian Paramedical College (APC) aims to provide a safe and supportive environment, maintaining the mental health and wellbeing of our students. This is done with dignity, equality and respect when a concern is raised about their wellbeing and/or safety, including behaviours that may be considered unsafe to themselves or others.

## Scope

This policy applies to all students enrolled in study with APC.

## General Definitions

**Mental health first aid** is the help offered to someone developing a mental health problem, experiencing a worsening of an existing mental illness or a mental health crisis. The first aid is given until appropriate professional help is received or the crisis resolves.

**A Mental Health First Aid Officer** is a person who has been formally accredited to administer mental health first aid in their workplace by attending and passing an assessment in a Mental Health First Aid Course that has been delivered by an Accredited Mental Health First Aid Instructor.

## Principles

APC is committed to supporting a positive, safe and healthy environment for its students and staff in which to work and study.

The following principles support this commitment.

### 1. Students learn best when their wellbeing and safety is optimised.

In support of this principle APC:

- Encourages student self-disclosure by notifying APC about their own wellbeing and safety, as well as any risks they may pose to others, so reasonable adjustments to the learning environment, including the conduct of assessment, may be made.
- Encourages students who require support to identify this on their enrolment and prior to commencing studies, as needed, and supply supporting documentation about the nature and impact of their health condition on their learning so reasonable adjustments may be made.
- Provides and promotes positive support to enable students to thrive, and assist those who may be experiencing mental health issues.

### 2. Goals

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).

- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma associated with mental illness and provide both staff and students with the correct mental health resources and support services.

## Role of the Mental Health First Aid Officer

The Mental Health First Aid Officer must:

- Hold a current Mental Health First Aid certificate endorsed by Mental Health First Aid Australia and be available for any additional training as required;
- Spend the vast majority of their working hours on-site at the workplace for which they are nominated;
- Be able to be called away from their normal duties at short notice if required;
- Be able to maintain confidentiality as appropriate;

It is the responsibility of the Mental Health First Aid Officer to:

- Maintain their Mental Health First Aider accreditation with Mental Health First Aid Australia;
- Provide mental health first aid within their worksite as needed, at their level of competence and training;
- Escalate and document any matters if required in a prompt and appropriate fashion;
- Complete available refresher training as directed/required.

## Confidentiality

APC recognises that respecting the privacy of information relating to individuals who have received mental health first aid or may be experiencing a mental health problem or a mental health crisis is of high importance.

All mental health first aid officers and Human Resources representatives are obligated to treat all matters sensitively and privately in accordance with APC's confidentiality requirements.

If at any time the Mental Health First Aid Officer assesses there is a risk of harm to another individual, they must escalate the matter to our Office Manager/Human Resources representative.

If there is an urgent risk identified, emergency services should be contacted immediately.

## Responsibility

All students are encouraged to:

- Understand this policy and seek clarification from management where required

All students have a responsibility to:

- Take reasonable care of their own mental health and wellbeing, including physical health
- Take reasonable care that their actions do not affect other people's health and safety in our College.

## Support Agencies

To support student's health and wellbeing, students may be referred to external support agencies where required or requested. This may include but is not limited to:

**Beyond Blue:** 1300 224 636 provides information and support to help everyone in Australia achieve their best possible mental health, whatever their age and wherever they live.

**Black Dog Institute:** has a unique model of operation integrating mental health research, clinical care and education to create effective outcomes in the community.

**Lifeline:** 13 11 14 Lifeline is a national charity providing all Australians experiencing a personal crisis with access to 24-hour crisis support and suicide prevention service.

Version	Release date	Amendments
V1.0_21	15 Jan 2021	Initial implementation
V1.1_21	15 Sep 2021	Annual review, minor changes