

Policy document control box

Policy title	Learner wellbeing
Policy owner (including job title)	Kim Anderson– Head of Centre
RB Worthing approving body	Red Balloon Worthing Governing Body
Approval date	June 2026
Date of next review	July 2027

Policy contents:

Contents

Purpose.....	2
Scope and Responsibilities	2
Regulatory Compliance	2
Policy Statement	3
Wellbeing Provision.....	3
Safeguarding and Wellbeing.....	4
Equality, Diversity and Inclusion	4
Outcomes.....	5
Monitoring and Evaluation	5
Review of Policy	5

Purpose

Red Balloon is committed to promoting and safeguarding the wellbeing of all learners. We aim to support learners in developing:

- self-esteem, self-awareness and resilience
- emotional regulation and self-efficacy
- the ability to form positive, respectful relationships

Through our provision, we prepare learners for the opportunities, responsibilities and experiences of later life, enabling them to lead healthy, safe, productive and balanced lives.

Wellbeing is central to learners' recovery, engagement and success, and underpins all aspects of the Red Balloon curriculum.

Scope and Responsibilities

The Head of Centre holds overall responsibility for ensuring that:

- a comprehensive and appropriate wellbeing provision is in place
- this policy is implemented effectively
- provision is regularly monitored, evaluated and improved

Day-to-day coordination may be delegated to a designated Wellbeing Lead (or equivalent role).

All staff are responsible for:

- promoting learners' wellbeing through their practice
 - modelling positive relationships and behaviour
 - identifying and responding to wellbeing concerns in line with safeguarding procedures
-

Regulatory Compliance

This policy supports compliance with the Education (Independent School Standards) (England) Regulations 2014, including:

- Part 1 (Quality of Education): Provision of a broad and balanced curriculum that supports personal development and wellbeing
- Part 2 (Spiritual, Moral, Social and Cultural Development): Promoting respect, resilience, and positive relationships
- Part 3 (Welfare, Health and Safety): Supporting learners' mental health and emotional wellbeing

This policy should be read alongside:

- RBET Safeguarding (Child Protection) Policy

- Behaviour for Learning Policy
 - Curriculum Policy
 - PSHEE Policy
 - SEND Policy
-

Policy Statement

Red Balloon provides education for learners who are unable to attend mainstream school, often due to mental health needs or special educational needs and disabilities (SEND).

Wellbeing provision is therefore a core component of the curriculum, ensuring that learners' personal, emotional and social needs are met alongside academic development.

Wellbeing Provision

Wellbeing is delivered through a whole-centre approach, combining:

Embedded Wellbeing (Whole-Centre Culture)

Wellbeing is integral to the ethos, relationships and daily practice of Red Balloon.

Staff:

- build strong, trusting relationships through consistent, unconditional positive regard
- create safe, respectful and inclusive environments
- model healthy behaviours, boundaries and communication
- actively promote learners' confidence and independence

Core expectations for all staff include:

- welcoming learners positively at the start of each day
 - responding sensitively and constructively in all interactions
 - being well-prepared and respectful of learners' time and needs
 - providing clear and supportive feedback
 - engaging appropriately beyond formal teaching where beneficial
 - ensuring learners leave sessions feeling valued and supported
-

Discrete Wellbeing Curriculum

Learners access a structured programme of wellbeing provision, including:

- individual counselling or therapeutic support

- individual and/or group mentoring
 - timetabled PSHEE lessons
 - community sessions (e.g. circle time, group discussions)
 - creative and expressive activities
 - physical activity and sport
 - enrichment opportunities (e.g. trips, cultural experiences, work experience)
-

Individualised Provision

Each learner follows a personalised wellbeing pathway, based on:

- their emotional readiness
- social and developmental needs
- educational goals
- any Education, Health and Care Plan (EHCP)

Programmes are:

- regularly reviewed with learners, parents/carers and professionals
 - adapted over time to reflect progress and changing needs
-

Safeguarding and Wellbeing

Wellbeing is closely linked to safeguarding.

- All staff are trained to identify and respond to wellbeing concerns
 - Any concerns that may indicate risk of harm are reported in line with the RBET Safeguarding (Child Protection) Policy
 - Early intervention is prioritised to support learners effectively
-

Equality, Diversity and Inclusion

Red Balloon is committed to ensuring that all learners:

- feel safe, respected and valued
- have equal access to wellbeing provision
- are supported regardless of background, identity or need

Provision actively promotes:

- respect for others

- positive relationships
 - understanding of diversity
-

Outcomes

The intended outcomes of wellbeing provision include:

- improved learner engagement and attendance
 - increased confidence and self-esteem
 - development of positive relationships
 - improved emotional regulation and resilience
 - progress towards individual wellbeing and EHCP targets
 - readiness to transition to further education, training or employment
-

Monitoring and Evaluation

The effectiveness of wellbeing provision is monitored by the Head of Centre and/or Wellbeing Lead through:

- regular (at least termly) review meetings
- tracking of individual learner progress
- feedback from learners, parents/carers and external professionals
- analysis of attendance, engagement and behavioural indicators
- review of EHCP outcomes where applicable

The complexity of measuring wellbeing is recognised; therefore, evaluation combines quantitative data and qualitative evidence.

Findings are used to inform:

- provision planning
 - staff development
 - continuous improvement
-

Review of Policy

This policy will be:

- reviewed annually, or sooner if required
- updated in line with regulatory changes and best practice