



## **DPN HEALTH PROMOTION AND WELLBEING STRATEGY**

Version	2026 January Final (v2026_01f)
Last Reviewed	January 2026
Reviewer	Janus Howard
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# DPN HEALTH PROMOTION AND WELLBEING STRATEGY

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## VISION

To create a nurturing and supportive environment that promotes the holistic health and well-being of all staff and learners, enhancing their educational experience and overall quality of life.

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## MISSION

To implement comprehensive health and well-being initiatives that support the physical, mental, and social well-being of staff and learners, fostering a balanced and productive community.

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## STRATEGIC OBJECTIVES

### 1 - Promote Physical Health

Objective: Encourage regular physical activity and healthy lifestyle choices among staff and learners.

Key Actions:

- Include exercise breaks and options for active learning environments (e.g., standing desks, outdoor classes).

### 2 - Enhance Mental Health and Resilience

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Objective: Support mental health and well-being through education, resources, and stigma reduction.

Key Actions:

- Provide access to counselling services and mental health resources, ensuring confidentiality and accessibility.
- Create peer support networks and mentoring programmes to foster a supportive community.
- Implement policies to promote work-life balance, such as flexible scheduling for both staff and learners.
- Partner with an occupational health company to provide comprehensive mental health support, including employee assistance programmes (EAPs), stress management resources, and crisis intervention services.
- Fund counselling services for employees, ensuring they have access to professional mental health support when needed.

### **3 - Encourage Healthy Eating**

Objective: Promote healthy eating habits and provide access to nutritious foods within the educational environment.

Key Actions:

- Provide healthy food options at catered events
- Launch awareness campaigns highlighting the benefits of a balanced diet and practical tips for healthy eating.
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### **4 - Foster Social Wellbeing**

Objective: Build a supportive, inclusive, and connected community among staff and learners.

Key Actions:

- Organise social events, team-building activities, and cultural events to foster a sense of community.
- Promote volunteer opportunities and community service projects to build connections and give back to the community.

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- Develop programmes that support diversity, equity, and inclusion, ensuring that all community members feel valued and respected.
- Create welcoming spaces for social interaction and collaboration, such as common areas, and online forums.

## 5 - Ensure a Safe and Healthy Environment

Objective: Maintain a physical environment that supports health and well-being for staff and learners.

Key Actions:

- Ensure cleanliness and safety in all facilities, adhering to health and safety regulations.
- Provide ergonomic workstations and promote good posture through workshops and resources.
- Implement policies to reduce environmental hazards, such as air quality monitoring and waste reduction programmes.
- Promote sustainable practices to enhance environmental health, such as recycling programmes and energy-efficient facilities.
- Work with an occupational health company to conduct regular health and safety assessments and provide recommendations for a safer workplace.
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# IMPLEMENTATION PLAN

## 1 - Establish a Health and Wellbeing Committee

- Form a committee with representatives from various departments, including staff and learners, to oversee the strategy’s implementation.
- Meet quarterly to review progress, address challenges, and make necessary adjustments.

## 2 - Develop a Communication Plan

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- Create a communication plan to regularly inform staff and learners about health and well-being initiatives, events, and resources.
- Use multiple channels such as emails, newsletters, social media, and noticeboards to reach the entire community.

### **3 - Provide Training and Resources**

- Offer training sessions for staff on how to support learners’ health and well-being.
- Develop a resource hub with information on physical health, mental health, healthy eating, and social well-being.

### **4 - Monitor and Evaluate Progress**

- Set measurable goals and track progress through regular surveys and feedback from staff and learners.
- Use data to evaluate the effectiveness of initiatives and make informed decisions about future programmes.

### **5 - Celebrate Successes**

- Recognise and celebrate the achievements of individuals and the community in promoting health and well-being.
- Share success stories to inspire and motivate ongoing participation in health and well-being initiatives.

By implementing this strategy, we aim to create a thriving community where staff and learners can achieve their full potential in a healthy and supportive environment, supported by the expertise of an occupational health company.

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