



DPN LEARNER WELLBEING POLICY

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Reviewer	Janus Howard
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LEARNER WELLBEING POLICY

Overview

Digital Peninsula Network (DPN) recognizes the need to identify and support learners with their health and wellbeing so that learners will reach their full potential both professionally and in their personal life.

This policy should be read in conjunction with the DPN Safeguarding Policy. A concern raised that is not assessed to be a Safeguarding issue should always be recorded and followed up to ensure the wellbeing of the learner.

Proactive Support

Tutors will embed healthy living and wellbeing during training sessions and demonstrate good practice. This can include taking regular screen breaks, planning workloads, hydration and healthy eating.

Reactive Support

If a tutor is concerned about a learner's wellbeing, they should first advise the Designated Safeguarding Lead (DSL). If the DSL assesses that it is not a safeguarding issue, the tutor should arrange a 1:1 meeting with the learner to explore the situation further. A Meeting Log should be completed which includes an Action Plan. This could include signposting the learner to outside agencies if the support required is outside the professional scope of the tutor. It may require a meeting with the employer if it is work-related stress.

Any concerns regarding wellbeing should be discussed at monthly team meetings to ensure the learner is being supported, with adjustments to the training plan as necessary to maintain progress.

Resources

Access To Work Mental Health Support Service: atw.maximusuk.co.uk

Five Ways to Wellbeing: mind.org.uk/workplace/mental-health-at-work/five-ways-to-wellbeing/

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