

P&P Wellbeing Policy V1.0

Dalton College

Aligned with Standards for RTOs 2025 (Outcome Standard 1.5, Compliance Standard 1.2(d))

Purpose

The purpose of this policy is to ensure Dalton College provides a supportive, safe, and inclusive learning and working environment that promotes the wellbeing, mental health, and safety of all students and staff.

This policy outlines the College's commitment to fostering a culture of care, early intervention, and continuous improvement in wellbeing practices.

Scope

This policy applies to:

- All students, including domestic and international students.
- All staff, contractors, and third-party partners.
- All campus locations, online learning environments, and activities conducted under Dalton College's auspices.

Policy Statement

Dalton College is committed to creating a positive, healthy, and inclusive learning environment where wellbeing is prioritised.

The College recognises that wellbeing underpins effective learning, teaching, and engagement and that every individual has the right to access support services when experiencing wellbeing challenges.

Guiding Principles

- Holistic Support: Wellbeing includes mental, emotional, physical, and social aspects of life.
- Early Intervention: Encourage early identification of wellbeing concerns and timely support.
- Accessibility: Provide equitable access to wellbeing support for all learners.
- Confidentiality: Respect privacy in all wellbeing-related matters.
- Safety: Maintain a safe physical and psychological environment for all.
- Continuous Improvement: Regularly review wellbeing services and programs.

Procedures

1. Student Support:

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- Provide information on wellbeing services during orientation and in the Student Handbook.
- Offer access to internal support staff and referrals to external professionals (e.g., counsellors, helplines).
- 2. Staff Wellbeing:
 - Encourage work-life balance and offer Employee Assistance Program (EAP) where applicable.
 - Provide professional development on wellbeing awareness and student support.
- 3. Identifying At-Risk Students:
 - Train staff to recognise early signs of distress.
 - Establish clear referral pathways for students at risk.
- 4. Crisis Response:
 - Follow the Critical Incident Policy for emergencies or serious wellbeing concerns.
- 5. Promotion of Wellbeing:
 - Incorporate wellbeing initiatives in College events and communication channels.

Responsibilities

- CEO: Ensure compliance with SRTO 2025 wellbeing requirements and resource allocation.
- Trainers/Assessors: Identify and refer at-risk students and foster a supportive classroom culture.
- Student Support Officers: Coordinate wellbeing support and maintain referral records.
- Students: Engage with support services when needed and contribute to a positive environment.

Review

This policy will be reviewed annually or earlier if required by regulatory changes or identified improvement opportunities.

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