



**OXFORD  
International  
College**

A NORD ANGLIA EDUCATION SCHOOL

## MENTAL HEALTH POLICY

POLICY INTENDED FOR:	Staff and Students
CATEGORY:	Wellbeing
POLICY IMPLEMENTED BY:	SLT
REVIEWED BY:	Principal
LAST REVIEW DATE:	January 2026
FUTURE REVIEW:	January 2027

### The Three Pillars

The three pillars of the OIC curriculum are:

- Academic Excellence
- Personal Development
- Career Development

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## 1. Purpose and Scope

Oxford International College (OIC) is committed to promoting and protecting the mental health and well-being of all students and staff. This policy outlines the College's approach to supporting mental health in accordance with:

- Independent School Standards (ISS)
- National Minimum Standards for Boarding Schools (NMS)
- Department for Education (DfE) regulations

This policy applies to all students, including day and boarding students, as well as staff members.

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## 2. Aims

The College aims to:

- Foster an environment that prioritises emotional well-being and reduces stigma around mental health.
  - Provide early intervention for students and staff experiencing mental health challenges.
  - Ensure students' mental health needs are effectively supported in line with safeguarding requirements.
  - Promote resilience, positive mental health, and coping strategies through education and pastoral care.
  - Comply with relevant regulations and standards.
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## 3. Roles and Responsibilities

- **Governing Body:** Oversees the implementation and effectiveness of this policy.
  - **Principal:** Ensures the policy is implemented and reviewed.
  - **Designated Safeguarding Lead (DSL):** Responsible for coordinating mental health support and ensuring that mental health concerns are treated as part of safeguarding.
  - **Wellbeing Team:** Provides day-to-day support for students' well-being and liaises with mental health professionals where necessary.
  - **Boarding Staff:** Monitor the mental health of boarding students and provides a supportive environment.
  - **All Staff:** Encouraged to recognise signs of mental health issues and refer concerns to the DSL or pastoral team.
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## 4. Promoting Mental Health and Well-being

- **Curriculum Integration:** Mental health education is embedded within the curriculum to build awareness, resilience, and coping skills.
  - **Pastoral Care:** Regular meetings with tutors and access to the College's pastoral care services.
  - **Well-being Initiatives:** Workshops, assemblies, and extracurricular activities promoting mindfulness, physical health, and positive relationships.
  - **Support Networks:** Peer mentoring programs and student-led mental health initiatives.
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## 5. Identifying and Supporting Mental Health Needs

- **Early Identification:** Staff receive training to recognize signs of mental health challenges, such as changes in behaviour, academic performance, or attendance.
  - **Student Support:** Individuals are discussed at Pastoral Link Meeting and/or NEST meeting (safeguarding) with any appropriate action/referrals made and minuted discretely.
  - **Access to Services:** The College works with our own counsellors and the local Child and Adolescent Mental Health Services (CAMHS) and private practitioners to provide support.
  - **Crisis Response:** Immediate action is taken for students at risk, including referral to appropriate external agencies.
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## 6. Safeguarding and Confidentiality

- Mental health concerns are addressed within the safeguarding framework. Where a student's mental health poses a risk to themselves or others, the DSL is informed immediately.
  - Confidentiality is maintained in line with safeguarding protocols and GDPR, with information shared on a need-to-know basis.
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## 7. Boarding Considerations

In line with the National Minimum Standards for Boarding Schools:

- Boarding staff are trained to monitor and support students' mental health.
  - Regular check-ins with boarding students ensure they feel safe, supported, and valued.
  - Mental health resources, including counselling services, are accessible to boarding students.
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## 8. Staff Mental Health and Well-being

- Staff well-being is a priority, with access to Employee Assistance Programs (EAPs), and counselling.
- Staff surveys and feedback mechanisms help identify and address stressors.
- Mental health awareness training is provided for all staff to foster a supportive workplace culture.

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## **9. Training and Development**

- All staff receive regular training on mental health awareness, safeguarding, and supporting students with mental health needs.
- Designated staff members (e.g., DSL and pastoral team) receive advanced mental health and safeguarding training.

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## **10. Monitoring and Review**

- The effectiveness of the Mental Health Policy is reviewed annually by the Governing Body and senior leadership team.
- Feedback from students, parents, and staff informs updates to the policy.
- Incident reports and intervention outcomes are monitored to ensure compliance with standards and continuous improvement.

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## **11. External Links and Resources**

- Department for Education (DfE) – Mental Health and Behaviour in Schools
- NHS Mental Health Support
- YoungMinds
- Childline

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## **12. Contact Information**

For further information about preventing bullying at OIC please speak with Vice Principal.

[contact@oxcoll.com](mailto:contact@oxcoll.com)

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1 London Place  
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