

	<h1 style="margin: 0;">WELFARE POLICY</h1>	Number:	WPCR2405
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Aim

Corpus Christi College aims to provide suitable welfare support to all members of the College community whether they are experiencing poor physical or mental health or require support on compassionate or other grounds. The well-being of students is important in order to ensure they are able to thrive academically, professionally and personally.

Policy

Sources of support

Welfare support is co-ordinated by the Dean of Welfare and is provided by a range of senior and junior members, providing both youth and experience: Student Support Officer, Tutor for Welfare, College Doctors, College Nurse, on-site Counsellor, Academic Registrar, tutors, peer supporters, JCR/MCR Welfare representatives as well as the University Counselling Service and Disability Advisory Service. Full details of these roles are available in the [Welfare Guide](#).

Confidentiality

The welfare team encourages students to allow them to share information with relevant officers within the College, if this is in the best interests of the individual and/or others. This will be carried out with discretion, will be limited to those who need to know and to facts that are pertinent to the current situation. If the Junior Member, nevertheless, asks the team not to share any information a clear explanation will be given of the significant limits to the support and services that can be provided without appropriate disclosure. In exceptional circumstances, it may be necessary to break confidentiality i.e. if a student's safety is at risk or if required by law.

GP service

To ensure that health care is readily accessible to all students the college has formal links with the National Health Service General Practice at KES@Northgate (referred to as the College Doctors) and all students are requested to register with this Practice (or another student facing practice in Oxford). Although College Doctors are independent general practitioners they are experienced in the care of university students. They know the college system well and can liaise, with students' permission, with college officers over mental and physical health issues. They can refer students to other agencies and to specialist health services, provide medical certificates e.g. in respect of examinations and to funding bodies if study is suspended or in support of disability-related funding and they can advise the College on a student's fitness to study.

College Nurse

The College Nurse is employed through PML. She is available for consultation during weeks 0 – 9 (Mon-Fri) and plays a varied role in supporting students with health matters, including referring students to appropriate services and continuing to be involved with the student's care as it progresses.

Counselling

College is committed to specialist psychological and emotional support being available when required and believes that is best served by funding and collaborating with services such as the [University Counselling Service](#) so that students have access to a range of professionally qualified and accountable practitioners who are familiar with the University setting and to a variety of models and practice that can be matched to their needs. An on-site Counsellor from the University Counselling Service has a surgery one afternoon a week during term time in College by appointment and also provides workshops on mental health issues. With permission, the Counselling Service works with the welfare team, tutors and advisors to ensure coherent support for individual students. In addition, through its linked counsellor scheme, it is a valuable source of advice and guidance for those who are engaged in first-line support.

Extent of capability or competence

The welfare team will refer students to specialist services when the limits of its competence have been reached. When appropriate referral pathways to, for example, specialist health services are unavailable it cannot, nor would it be appropriate, for it to attempt to fill the gap by providing services beyond its competence.

Fitness to study

Where there is evidence that a Junior Member is consistently unable to study and that their physical, mental, emotional or psychological health or state is having an unacceptably deleterious impact upon the health, safety and/or welfare of the student and/or other students and/or University or college staff (not withstanding adjustments required by law), it will consider whether action under the College's Fitness to Study policy is appropriate.

Disability support

College has a specific legal responsibility towards students who have conditions that fall within the definition of "disability" under the Equality Act 2010. It subscribes to [The Common Framework for Supporting Disabled Students](#) and works with the University's Disability Advisory Service to provide support for students with a wide range of disabilities.

Prevent Duty

The College has a duty to have due regard to the need to prevent people from being drawn into terrorism. Prevent is about supporting and protecting people who might be susceptible to being drawn into terrorism. If any member of the College is concerned about another member of the College or has noticed a change in their behaviour, or if a member has said something to give cause for concern, it is their responsibility to share their concerns with the Prevent Lead or Dean of Welfare.

If it seems appropriate to respond to a concern in relation to Prevent, the Prevent Lead and Dean of Welfare will consult and where required investigate internally through dialogue with colleagues in the College and University. It is possible that the Prevent Lead might seek advice from the relevant police officer. If the concern appears Prevent related, the Dean of Welfare will contact the University's Prevent Lead (Head of Student Welfare) to discuss the most appropriate and supportive actions, calling on expertise from within the institution and wider Prevent support, such as the Police on 101, the DfE dedicated helpline 0207 3407264 and counterextremism@education.gsi.gov.uk.

Out of hours

The Lodge is staffed 24/7 and is the first port of call in an emergency out of hours by calling 01865 276700. In weeks 0-9, an assistant dean is on call as well for general support and can be contacted by the Lodge. For matters that cannot wait until the morning the national health service's non-emergency line – 111 - should be used.

Welfare Guide and intranet pages

The Welfare Guide is an important source of information which is updated termly and made available electronically to all members of the college. The welfare pages on the College's intranet are also an important source of information and are updated regularly.

Related policies

The College's Safeguarding and harassment policies should be referred to for further details.

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