

**HEALTH,
WELLBEING &
FITNESS**

**SUPPORT FOR
STUDY POLICY
(2025)**



Staff and Students should familiarise themselves with the entirety of the Health, Wellbeing & Support for Study Policy, and we would particularly draw your attention to the following eleven elements.

Clause(s)	Description
1.1	The Health, Wellbeing & Fitness Support to Study Policy should be considered as an alternative or supplement to other means of managing concerns over a student's behaviour, attendance or academic progress, where mental or physical ill health or disability could be a contributing factor or where the behaviour could affect the health, safety or wellbeing of other people. The Health, Wellbeing & Fitness Support to Study Policy should be considered as an alternative or supplement to other means of managing concerns over a student's behaviour, attendance or academic progress, where mental or physical ill health or disability could be a contributing factor or where the behaviour could affect the health, safety or wellbeing of other people
1.2	Welfare support provided by the Student Services & Welfare Coordinator is available to holistically support students. Advice will be provided on how to manage one's studies alongside various impacts such as; physical health, mental health, financial difficulty and learning needs. Day-to-day grounding and self-regulation techniques can be discussed and signposting to specialist services will be made available should it be required.
1.3	Lack of engagement with the responsibility to manage their own wellbeing and to engage with the support and adjustments offered may lead to Fourth Monkey, supported by it's academic partner Falmouth University, invoking formal disciplinary procedures against the student.
1.4	Where it is deemed appropriate, the School may implement alternative/supplementary procedures (e.g. the Student Disciplinary Policy and Procedure;; the Suspension Policy; the Attendance Policy).

1.5

It is good practice to document the main points discussed and any plans agreed between the member of staff and the student in writing (e.g. in an email to the student), so it is clear what has been discussed and agreed. Unless the student has explicitly requested otherwise the student should be asked to give consent for this record to be shared with Student Services (to ensure a joined up approach to support), and a confidential email account exists to enable this to be managed securely: welfare@fourthmonkey.co.uk

1.6

Where the recommendation of the meeting is that a student should intermit from their studies but the student does not agree, the recommendation will be 'suspended' and an action plan be put in place. If the student is then unwilling or unable to meet the requirements of the action plan, they may be required to intermit without reference to Level 3 of the process.

Clause(s)

Description

2.1

Persistent and/or serious concerns raised about a student's actions, behaviour, health, safety, or mental well-being that are putting the health, safety, well-being and/or academic progress of their self or other members of the drama school community at significant risk will, exceptionally, cause Level 3 to be initiated without reference to Levels 1 and 2

2.2

Exceptionally, where it is felt that a student's behaviour is deteriorating quickly an immediate emergency Level 3 meeting may be called without the usual five (5) days' notice. An emergency Level 3 meeting may be held via a conference call, telephonically or electronically as appropriate. Any decision arrived at by the emergency Level 3 meeting must be agreed collectively. An emergency Level 3 meeting may be followed by a further Level 3 meeting, which will normally be held within four weeks of the emergency Level 3 meeting, to review the situation.

- 2.3 The meeting may require a medical assessment be provided regarding the student's situation, from an appropriately qualified medical practitioner. The student will be asked to authorise full disclosure to the school and it's academic partner of the results of any examination. Fourth Monkey recognises that the information disclosed will constitute "sensitive data" for the purposes of the Data Protection Act 2018 and it will be handled, processed and stored accordingly. Should the student refuse to undertake a medical examination, or not provide consent for the outcome to be shared with the meeting, the meeting may either continue this procedure based on the information already in its possession, or use another appropriate means to address the issue

Clause(s)	Description
3.1	<p>The meeting may consider various options including:</p> <ul style="list-style-type: none"> • A short-term suspension to allow the student to be assessed by a medical professional, access support services both within and outside the drama school or for the drama school to obtain further information. A short-term suspension will be reviewed within four weeks. • Intermittence with conditions for a period of up to two academic years. • A requirement to withdraw – if the meeting concludes, taking into account the individual circumstances of the case and any supporting medical evidence, that there is no reasonable prospect of the student re-engaging with their course within their period of registration, a recommendation will be made to our accrediting partner, Falmouth University's Head of Quality • Assurance & Enhancement that the student be required to withdraw. This recommendation should only be made in the most serious cases. Should this occur, it must be reported by the Head of Quality Assurance & Enhancement to Academic Board. • Any other action considered to be appropriate and proportionate.

- 3.2 In cases where the school has any continuing concerns about the individual's health, wellbeing and fitness to study, it may require a second medical opinion. In this case a student may be asked to submit themselves for medical examinations by doctors/specialists nominated by the school at it's own cost, to allow the situation to be properly evaluated. Students will only be permitted to return if, after receiving medical advice, the school is satisfied that the individual is fit to study and able to comply with any conditions imposed on their return.

Clause(s)	Description
4.1	In any case where a student returns to study following the implementation of this policy, the school may decide that there should be regular review meetings with the student that can be used to support and monitor a return to study plan and provide staff with an agreed context in which to provide ongoing pastoral care. If so, the student must provide their continued co-operation in this respect and such review meetings may continue for part or all of their remaining time at the drama school

POLICY

What is Health, Wellbeing and Fitness Support for study?

The term 'Health, Wellbeing and Fitness Support for study' as used in this policy relates to the entire student experience, and not just a student's ability to engage with their academic studies. The drama school's policies, accrediting partner University's academic and other regulations require that students participate in their studies and broader student life in an appropriate manner (with reasonable adjustments where appropriate), without putting their own wellbeing and/or safety at risk and without putting the wellbeing and/or safety of other students, staff, or third parties at risk. Being able to meet these requirements (if appropriate, with reasonable adjustments) demonstrates a student's continuing fitness to study.

Where a student has disclosed that they have a physical or mental impairment that has a substantial and long-term impact on their ability to undertake normal daily activities as a student, Fourth Monkey will make reasonable adjustments to enable them to continue their studies and meet the learning outcomes for their course.

Fourth Monkey recognises that on occasion a student's physical health or mental wellbeing may deteriorate to a point where it becomes impossible for them to be able to continue with their studies. Whilst Fourth Monkey has a general duty of care to all within its community and a responsibility to take action to support those in distress, the school is an academic community and the support and care facilities it is able to provide for its students are those that are appropriate to an academic community. The school, nor its academic partner Falmouth University does not seek to replace the services provided by statutory agencies such as the NHS, Police or Local Authority.

PURPOSE & SCOPE

This is a supportive policy which can be used when a student's health, wellbeing and/or behaviour is having a detrimental impact on their ability to progress academically and/or to function at drama school. It should be used for any student whose ability to cope with university life, to study or progress on their course in a self-sustaining way (with reasonable adjustments where appropriate) is compromised as the result of their health, wellbeing or a disability. It is an alternative to disciplinary procedures where there is concern that a student's behaviour may include issues relating to ill-health, mental health, personal stress or disability.

Should a concern regarding a student's fitness to study or wellbeing arise, this policy ensures that any steps taken will consider the best interests of the student and their right to make informed choices about the options available to them and ensure the provision of appropriate reasonable support and adjustments, ensuring a consistent and sensitive approach to managing situations.

Concerns should be acted on promptly as early intervention and support can result in better outcomes for the student and may avoid the situation becoming more complex

WHEN TO USE THIS POLICY

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The Health, Wellbeing and Fitness Support for Study Policy should be considered as an alternative or supplement to other means of managing concerns over a student's behaviour, attendance or academic progress, where mental or physical ill health or disability could be a contributing factor or where the behaviour could affect the health, safety or wellbeing of other people. Cause for concern may arise from a wide range of circumstances, including (but not restricted to) the following:

- Concerns about the student's wellbeing are raised from a third party, for example academic staff, a friend, placement provider, housemate, medical professional, or Student Services professional.
- A student has told a member of staff that they have concerns about their Health, wellbeing and fitness to study.
- A student's disposition is such that it indicates that there may be a need to address an underlying health issue, for example if they have demonstrated mood swings or unusual behaviour; shown signs of depression; become withdrawn, aggressive and/or distressed.
- Behaviour, which would otherwise be dealt with as a disciplinary matter, which it is considered may be the result of an underlying physical or mental health difficulty.
- A student's health difficulties are adversely affecting the health, safety or wellbeing of others.
- A student's behaviour is not acceptable and this is thought to be the result of an underlying physical or mental health difficulty.

Students should be involved in the management of their own wellbeing where possible, however, there may be times where a student is unwilling or unable to work within these procedures. Lack of engagement with the responsibility to manage their own wellbeing and to engage with the support and adjustments offered may lead to Fourth Monkey invoking formal disciplinary procedures against the student.

Where it is deemed appropriate, the University may implement alternative/supplementary procedures (e.g. the Student Disciplinary Policy and Procedure; the Suspension Policy; the Attendance Policy)

- Please refer to Falmouth University's 'Health, Wellbeing & Support For Study Policy & Procedure' regarding the procedure of a student's 'Fitness to Study' and the 'Return to Study' and 'Appeal' process:

<https://www.falmouth.ac.uk/sites/default/files/media/downloads/Health%20Wellbeing%20and%20Support%20for%20Study%20Policy.pdf>

HELPFUL CONTACT INFORMATION

Fourth Monkey Welfare & Learning Support

Welfare@fourthmonkey.co.uk

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Mental Health Emergencies

24/7 NHS mental health response line for support and advice-call free on 0800 038 5300, any time day or night if you are worried about your own or someone else's mental health. The team behind the open access telephone response line will listen to you and determine how best to help.

If you are more seriously concerned about your physical or psychological welfare and feel that you need urgent help, you should:

- Go to your local Accident and Emergency department or call 999.
- Alternatively, you could try calling NHS direct on 111 who may be able to help you to access help

A Listening Ear

Whatever you're going through, call the Samaritans helpline, from any phone on 116 123.

24 hours a day, 365 days a year. If you need a response immediately, it's best to call them on the phone. This number is FREE to call. You don't have to be suicidal to call them.

Email: jo@samaritans.org

Health, Wellbeing and Support

Togetherall

Is a safe, online community where people support each other anonymously to improve mental health and wellbeing Here

Shout

UK free and confidential 24/7 text service for anyone in crisis.

Text SHOUT to 85258

Young Minds

Offers confidential online and telephone information and support for anyone worried about the emotional, behaviour, or mental health of a young person up to 25 years of age including ADHD, Autism and Asperger's. Telephone: 0808 802554

The Stress Project

Islington based

Headspace

Can learn to meditate and live mindfully. There are hundreds of themed sessions on everything from stress and sleep to focus and anxiety.

CALM

Calm is the #1 app for meditation and mindfulness. Lower stress and sleep better with 100+ guided meditations.

POLICY MANAGEMENT

POLICY MANAGER

Steve Green, Artistic Director & CEO

POLICY IMPLEMENTED

January 2023

POLICY REVIEW

July 2026

POLICY UPDATE

July 2025

Philip Smith, Student Services & Welfare Coordinator