

- 1.1. New College recognises that academic success and personal development are interdependent activities and that students are likely to need guidance and support in each of these areas. The Tutor for Welfare collaborates with the Senior Tutor and Dean to ensure that College's policies and practices reflect its commitment to providing a context within which all students can flourish and fulfil their potential.
- 1.2. College aims to facilitate and promote positive mental health and wellbeing by providing the opportunity to pursue social, cultural and sporting fulfilment in addition to academic excellence.
- 1.3. College will endeavour to ensure that there is equivalence in the support a Junior Member would receive when experiencing poor physical health and when experiencing poor mental health
- 1.4. College has a specific legal responsibility towards students who have condition that fall within the definition of "disability" under the Equality Act 2010. It subscribes to The

matched to their needs. 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.

- 2.3. It is recognised that some students will be taking responsibility for their own health for the first time and that international students will encounter a new system of health care provision. To ensure that health care is readily accessible to all students the college has formal links with the National Health Service General Practice at 28@Northgate (referred to as the College Doctors) and all students are requested to register with this Practice. Although College Doctors are independent general practitioners they are experienced in the care of university students and New College students in particular. 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 advise on fitness to study .
 - 2.4. The College Nurse 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.
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- 3.1. It is understood that Junior Members with personal or health difficulties might be reluctant to seek help without assurances that the information they provide will be treated confidentially and that it will not harm their academic standing. The welfare team operates within the team's Confidentiality Statement (<https://www.new.ox.ac.uk/sites/default/files/2018-10/Confidentiality%20in%20Student%20Health%20%26%20Welfare.pdf>). Doctors, nurses, counsellors and chaplains are all required to observe confidentiality in accordance with strict ethical codes.
 - 3.2. 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 disclosure.
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- 4.1. 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

consistently unable to do so 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

(<https://www.new.ox.ac.uk/sites/default/files/2019-01/Fitness-to-study.pdf>).

- 4.4. College welcomes the fact that many students wish to support their colleagues but where Junior Members are drawn to giving a level of support that goes beyond that of a 'good neighbour' the welfare team will work with them to support their setting healthy limits to the support they wish to provide.

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