SEND Tuition with Hannah's Hub: Mental Health and Wellbeing Statement

Mental health and wellbeing are central to how we operate and support the self-employed tutors who work with us. We recognise that tutors may have entered this industry in order to achieve a better work life balance and improve their wellbeing. The aim is to create a professional, compassionate community where tutors feel respected, safe, and able to do their best work while looking after their own mental health and wellbeing.

Commitment to wellbeing

- Hannah's Hub recognises that self-employed tutors can face unique pressures, including financial insecurity, irregular hours, and the emotional demands of working closely with learners and families.
- Hannah's Hub committed to promoting a culture where mental health is openly acknowledged, and where asking for help is seen as a sign of professionalism, not weakness.

Principles

- Respect and dignity: All tutors, learners,# and families will be treated with respect, regardless of background, identity, or mental health status. Discrimination, harassment, or bullying will not be tolerated.
- Healthy boundaries: Tutors are encouraged to set and communicate reasonable working hours, response times, and workload limits, and to maintain clear professional boundaries with students and families.
- Psychological safety: Tutors should feel able to raise concerns about stress, burnout, or challenging situations without fear of judgement or negative consequences.

Support for tutors

- Information signposting: While Hannah's Hub cannot provide medical or therapeutic advice, tutors will be signposted to reputable mental health resources if they need support.
- Workload and scheduling: Where possible, Hannah's Hub will work with tutors to ensure that timetables are manageable and that any concerns about workload, difficult learner or family interactions, or safeguarding concerns are addressed promptly and fairly.
- Communication: Regular, open communication is encouraged so that tutors can share feedback, flag issues early, and collaborate on solutions that protect both their wellbeing and the quality of tuition provided.

Expectations of tutors

- Self-care and professional responsibility: Tutors are encouraged to monitor their own stress levels, seek support when needed, and take reasonable steps to protect their mental health, including taking breaks and declining work that would push them beyond safe limits.
- Professional conduct: Tutors must follow safeguarding and confidentiality guidelines and escalate concerns about a student's welfare to the appropriate contact or external authority where necessary.

- Role boundaries: Tutors understand that they are not acting as counselors or therapists and will signpost students or families to appropriate services if mental health concerns arise that fall outside the scope of tuition.

Review and improvement
This statement will be reviewed regularly to ensure it remains relevant and effective, taking into account feedback from tutors and any changes in good practice, guidance, or legal requirements related to mental health and wellbeing.