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## PO-17 MENTAL HEALTHY POLICY

### 1. Purpose

This policy establishes a structured approach for identifying and responding to signs of mental health challenges among students at the Institute Automotive Mechanical Engineers (IAME) (ABN: 57000033992, RTO 90409), in alignment with the Standards for Registered Training Organisations (SRTOs) 2025, and in conjunction with the IAME's most relevant or applicable list of Policies: **PO -16 Student Wellbeing Policy**, **PO -14 First Nations Policy**, and **PO-21 Sexual Orientation Policy**.

### 2. Scope

This policy applies to all IAME staff, including trainers, assessors, and support personnel, involved in the delivery of training and assessment services.

### 3. Definitions

- **Mental Health Challenges:** Conditions that affect a student's emotional, psychological, and social well-being, manifesting as changes in behaviour, mood, or functioning.
- **Psychosocial Stress:** Stress arising from interactions between individuals and their environment, affecting mental health.
- **First Nations Students:** Students identifying as Aboriginal or Torres Strait Islander.
- **LGBTIQ+ Students:** Students identifying as lesbian, gay, bisexual, transgender, intersex, queer, or other sexual orientations and gender identities.

### 4. Identification of Mental Health Challenges

Trainers and assessors are trained to recognize signs of mental health challenges, which may include:

- Changes in behaviour such as increased irritability, withdrawal from social activities, or anger.
- Expressions of self-harm or talk about domestic violence witnessed at home.
- Financial distress or signs of substance abuse.
- Discomfort or distress related to sexual orientation or gender identity.

These indicators should be documented and reported to the designated Student Well-being Officer.

### 5. Response Protocol

Upon identification of potential mental health challenges:

1. **Immediate Support:** Provide a safe and supportive environment for the student.
2. **Referral:** Refer the student to appropriate internal or external mental health services, ensuring cultural safety for First Nations and LGBTIQ+ students.
3. **Follow-up:** Monitor the student's well-being and maintain confidentiality throughout the process.

### 6. Professional Support Resources

Trainers should refer students to the following professional support services:

- Lifeline Australia: 13 11 14
- Beyond Blue: 1300 22 4636
- Headspace: 1800 650 890
- NSW Mental Health Line: 1800 011 511
- Local Aboriginal Medical Services (AMS): Contact details available through IAME Student Support.
- QLife (LGBTIQ+ support): 1800 184 527

### 7. Cultural Considerations (directly linked to this Policy)

- **First Nations Students:** Acknowledge the holistic approach to health, incorporating physical, mental, and spiritual well-being. [indigenoumhspsc.gov.au](http://indigenoumhspsc.gov.au)
- **LGBTIQ+ Students:** Recognize the increased risk of mental health challenges and provide inclusive support.

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©Institute of Automotive Mechanical Engineers   RTO No. 90409		<b>Page Number</b>	1 of 2

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## PO-17 MENTAL HEALTHY POLICY

### 8. Compliance with SRTOs 2025

This policy aligns with the following SRTOs 2025 clauses:

- Clause 1.7: Ensure access to support services for students.
- Clause 1.8: Provide information to students about support services.
- Clause 1.9: Support students to achieve their learning goals.
- Clause 2.1: Provide training and assessment that meets the needs of learners.asqa.gov.au
- Clause 2.2: Ensure trainers and assessors have the necessary skills and knowledge.

### 9. Monitoring and Review

The policy will be reviewed annually to ensure alignment with regulatory requirements and industry standards.

Document Control Information and History				
Version	Date	Created / Modified	Created by	Approved by
V1.0	16/06/2025	Created	Peter Blanshard Chief Executive Officer – IAME / RTO	Jeffrey Richards Chairperson: IAME Board of Directors

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©Institute of Automotive Mechanical Engineers   RTO No. 90409		<b>Page Number</b>	2 of 2