The University of Manchester Staff and Student Mental Health and Wellbeing Strategy

Vision

To work together as a whole University to promote an inclusive and supportive community, underpinned by effective and timely mental health and wellbeing support systems that allow our students and staff to realise their potential and achieve success.

Context

Definition of Mental Health 'Mental Health is defined as a state of wellbeing in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their own community.'

Definition of Wellbeing 'A positive state of mind and body, feeling safe and able to cope, with a sense of connection with people, communities and the wider environment.' Source of both definitions above: Royal College of Psychiatrists, 'No health without mental health, the case study for action Position statement (Feb 2011)

The Staff and Student Mental Health and Wellbeing Strategy has been developed in line with the Universities UK (2017) #step change framework for mental health in higher education. It is structured in line with all eight of its strategic themes as set out below. It is also cross referenced with the Student Mind Mental Health Charter (Domains 1-4, Learn, Support, Work and Live)) to ensure that our approach is in line with best practice in the sector.

This strategy reflects our inclusive approach, as we understand that all members of our community have mental health and wellbeing in common. For this reason the strategy applies to all students, whether full or part-time research students or on taught undergraduate or postgraduate courses and to all staff. Individual staff and student groups are called out only when needed. In all other instances, the strategy should be read as applicable to all.

An accompanying Action Plan with specific KPIs will be developed to support this strategy.

1. **LEADERSHIP – a whole institution, whole community approach to staff and student mental health and wellbeing**

   Establish an integrated, inclusive and whole institution approach to supporting student and staff mental health and wellbeing.

   Ensure the mental health and wellbeing agenda has leadership at a senior level.

   Ensure that staff and student mental health is considered when planning and developing wider University policy.

   Ensure all leaders are assisted in supporting staff and student wellbeing through the embedding of development activity in all leadership programmes alongside mandatory specialised development activity.

   Embed a commitment to continuous improvement and welcome challenging feedback that enables us to learn lessons and develop our approach and practice.

2. **PREVENTION - Create a university environment (academic, non-academic, virtual and physical) that is conducive to mental health and wellbeing, which minimises contextual risk factors for mental ill-health and reduces the stigma associated with mental illness (Domain 1 and 4)**

   Work to ensure our approach to curriculum development, teaching and assessment supports the mental health and wellbeing and of our staff and students

   Ensure proactive, relevant and engaging communication campaigns in relation to wellbeing and mental health

   Encourage individuals to take ownership of positive mental health behaviours by equipping students and staff with the skills, tools and sense of belonging that promotes positive mental health behaviours and an inclusive culture.

   Ensure that the University takes account of the impact of the physical environment on wellbeing and mental health.

3. **EARLY INTERVENTIONS - Take a proactive approach to supporting students and staff at risk of poor wellbeing and mental health, and reducing the stigma associated with mental health issues. (Domain 4)**

   Provision of rich engaging and evidence based resources to support positive wellbeing and mental health

   Ensure that information about support and how to access it is readily available and easy to navigate

   Ensure that fluctuations in performance and engagement are considered as indicators of poor or declining wellbeing and mental health.

   Provide easy and rapid access to support for staff and students to ensure that interventions can be made before difficulties escalate.

4. **SUPPORT - Deliver an effective range of support services that meet the diverse needs of our staff and students (Domain 2)**

    Ensure that UoM support provision is sector leading

    Ensure that support provision is responsive to staff and student feedback

    Recognise the diversity of our staff and students community and ensure that support is accessible, inclusive and strives to be reflective of the communities it serves.

    Provide enhanced, tailored support to groups who experience particular barriers or increased burdens.

    Have robust risk management protocols in place, that include 24/7 access to urgent support, escalation protocols and appropriate information sharing.

5. **TRANSITIONS - Support staff and students to transition successfully between key points in their employment or studies, to promote success and maximise potential, while maintaining good mental health and wellbeing. (Domain 1)**

    Co-produce with students and deliver a comprehensive range of activities that supports Welcome, Induction and Transition

    Ensure that we fulfil our No Barriers to studying No Boundaries to Learning commitments.

    Provide the necessary training and support staff in their career development and progression

    Ensure that we welcome, induct and support staff new to the institution or to their role.

6. **STAFF - Ensure the mental health and wellbeing needs of all categories of staff are proactively recognised and addressed. (Domain 3)**

    Offer tailored resources where needed to address issues specific to staff

    Provide staff with access to appropriate training in recognising and responding to mental health and wellbeing difficulties in colleagues and students.

    Ensure that line-managers are trained and supported to recognise and respond to mental health and wellbeing difficulties in their staff teams.

7. **DATA - Make good use of data, research evidence and feedback from students and staff to evaluate and improve our provision and support more proactive interventions (Domain 2)**

    Build capacity to use a 360* view of students to ensure we can identify those in need of support.

    Using an evidence-based approach to evaluating mental health and wellbeing support

    Continue to develop our systems and processes to ensure we are able to identify those most in need of urgent support.

8. **PARTNERSHIP - Working collaboratively and in partnership with others to provide effective mental health and wellbeing support (Domain 1 and 2)**

Establish strong collaborations within the University and influential partnerships externally to inform and provide effective mental health and wellbeing support for our students and staff.

Establish and maintain effective links between UoM, the NHS and other services to deliver integrated mental health care and improved risk management

Work in partnerships with our staff and students to support the effective delivery of this strategy.

Ensure that information sharing balances the need for appropriate confidentially and compliance with GDPR with the safety and welfare of our community.

Review

This strategy will be reviewed in two years