Mental Health and Wellbeing Strategy Launch

Professor Sir Ian Diamond

Wednesday 9th November
Mental Wellbeing Strategy

Margaret Ross,
Vice Principal for People Strategy
Leadership on Mental Wellbeing

- Mental Health Working Group
- Directorates of
  - Health, Safety and Wellbeing
  - Student Life
  - Human Resources
- Court and Operating Board
- AUSA
- Shared concern across student and staff communities in the University
- It takes all of us to make a real difference
Aims

• Ask our university community how we can improve mental health and wellbeing supports

• Promote the wide range of health and wellbeing services already available to staff and students within the University, both to prevent and help with mental ill health

• Empower staff and students to recognise and support others who may require help

• Listening and signposting to those with more training and to specialist services as needed
Policy – our approach

- Promote good mental health and wellbeing
- Look out for each other
- Use respectful language
- Seek feedback on actions and cultures
- Try to measure what helped and what didn’t
- Communicate, communicate through a range of approaches
- Work in partnership with those who can guide and assist us to ensure that staff and students are expertly supported e.g. AUSA, ASV, NHS
Actions

• Continue to listen, share ideas and act!
• We need you
  • your wisdom
  • your support
  • your open-ness
• Wellbeing coordinators
• Mental Health Champions in schools, professional sections, year groups
• Training available on mental health aid, and will be available on mental health awareness
Because we care

Naveed Qamar, Director of Health, Safety and Wellbeing
Objectives

• Promote greater health, wellbeing and safety
• Health, safety and wellbeing training online
• Classroom health and safety training for front line managers
• Safety tours
• Health and wellbeing campaigns
  • Encourage exercise and activity throughout the year
  • Promote use of internal support and services
Measurement

- Britain’s Healthiest Workplace Survey

<table>
<thead>
<tr>
<th>YEAR</th>
<th>HEALTHIEST EMPLOYER</th>
<th>HEALTHIEST EMPLOYEES</th>
<th>BRITAIN’S HEALTHIEST WORKPLACE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Your rank among all participating organisations</td>
<td>Your rank among your organisation size group</td>
<td>Your rank among all participating organisations</td>
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<tr>
<td>2016</td>
<td>31 out of 147</td>
<td>11 out of 57</td>
<td>28 out of 147</td>
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<tr>
<td>2015</td>
<td>N/A</td>
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<td>2014</td>
<td>N/A</td>
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*n/a = No participation/not eligible

health, wellbeing and safety
Measurement

- Britain’s Healthiest Workplace Survey

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<thead>
<tr>
<th>TOP THREE RISK FACTORS</th>
<th>YOUR ORGANISATION</th>
<th>ALL PARTICIPANTS</th>
<th>TOP 5 PERFORMING ORGANISATIONS</th>
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<tr>
<td></td>
<td>Nutrition</td>
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<td>Physical activity</td>
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Response

• Improve physical activity
• Improve diet and nutrition
Campaigns

- Race to the North Pole
- Fit for life
- Student safety day – 28th November 2016
- Health and Wellbeing Day – 11th January 2017
Because we care

Naveed Qamar, Director of Health, Safety and Wellbeing