



## MENTAL HEALTH AND WELLBEING WORKING GROUP

**Wednesday 27<sup>th</sup> April 2022 at 1300, remotely on Teams**

**PRESENT:** Duncan Stuart (DS) (Chair), Rebekah Walker (RW), Garry Fisher (GF), Abbe Brown (AB), Marylee Anderson (MA), Tim Baker (TB), Janine Chalmers (JC), Nick Edwards (NE), Jacqui Tuckwell (JT), David Hutchison (DH), Brian Patterson (BP), Nicola Stokes (NS), Wendy Lowe (WL), Ivana Drdáková (ID), Christine McGrath (CM), Mary Pryor (MP)

**APOLOGIES:** Anna Shea (AS), Gail Mckeitch (GM), Jemma Murdoch (JM), Dee McDonald (DM) Karen Scaife (KS), Ceri Trevethan CTr), Anna Goldhawk (AG), Ceri Trevethan (CeT), Student Association President (AK).

1	<b>INTRODUCTIONS AND APOLOGIES</b>
2	<b>MINUTES OF THE MEETING HELD ON 25th JANUARY 2022</b> The notes from the meeting held on 25th January 2022 were approved.
3.	<b>Matters Arising</b> (Items not addressed in the agenda)  Open invitation for any comments on the information displayed on the <a href="#">Supporting Student Wellbeing: A Guide for Staff</a> web page and asked for them to be sent to wellbeing@abdn.ac.uk (it should be noted that a website review is ongoing and time has been allocated over the summer to review in depth).
4	<b>MENTAL HEALTH UPDATES</b>
4.1	<b>Student Mental Health Agreement - Quarterly reported enclosed.</b>  Things to note from it include: <ul style="list-style-type: none"> <li>• Agreement signed at the end of January – lots of ongoing work</li> <li>• Focus on hidden disabilities including mental health at our recent ‘Take a Break Events’ for students (run in collaboration with AUSA – both in FH and King’s)</li> <li>• The Student Support &amp; Advice team have been rolling out meetings in Schools and giving training to staff about support services, handling of cases of concern, and how we can work better together</li> <li>• We will be working with Student Counselling Service to create a ‘Getting to Know Your Student Counselling Service in 60s’ Video. With a focus on breaking down the stigma on seeking support</li> <li>• Work on going to support schools to develop a more consistent approach to study related support and extensions.</li> </ul>

4.2	<p><b>Mental Health Support for Staff - First Responders and Mental Health First Aiders</b></p> <p>Discussion took place on the support the University offers staff and if it's clear on what support the MHFA or First Responders can provide, and where to find information on these resources. A smaller working group will be formed to discuss further and revert with recommendations for review. Group was invited to send suggestions to <a href="mailto:wellbeing@abdn.ac.uk">wellbeing@abdn.ac.uk</a>.</p> <p><b>ACTION:</b> DS, GF, RW, NE</p> <p>GF referred to the role of the MHFA and potentially extended the scope of this to include students. It was acknowledged that there would need to be further training given if this was to happen.</p>
5	<p><b>TRAINING</b></p>
5.1	<p><b>Middle Management Training Program</b></p> <p>RW and CT are going to be delivering a session in May on Staff Wellbeing. The focus will be on resilience for managers and teams.</p> <p>The session will have discussions on how managers can implement and support the wellbeing strategy in their depts and what it means for them, as well as empower them to implement workload toolkit.</p>
5.2	<p><b>Mental Health First Aid Training</b></p> <p>31 people attended the recent 2-day training course, 33% of staff who attended were male from priority areas.</p> <p>1 more date in June for the 2-day training – still 13 places left.</p> <p>Discussion took place about the format of the MHFA training. GF advised the group that the training is accredited so there is minimal flexibility.</p> <p><b>ACTION:</b> RW to share MHFA June link with Jemma Murdoch in Student Support</p>
5.3	<p><b>Mind eLearning</b></p> <p>Recently renewed the MIND eLearning contract for 1 more year, MIND have sent some assets to raise awareness and promote the training, including poster with QR codes. Marketing materials will be displayed in staff areas to assist in promotion of eLearning course</p> <p>400 people have completed the training so far. The training can be <a href="#">accessed here</a></p>
6	<p><b>WELLBEING UPDATES</b></p>
6.1	<p><b>Quarterly Wellbeing activity</b> - <i>Quarterly reported enclosed.</i></p> <p>Things to note from it include:</p> <ul style="list-style-type: none"> <li>• Free qigong sessions <ul style="list-style-type: none"> <li>○ excellent feedback so far and wish to extend initiative in future remaining online</li> </ul> </li> <li>• Live on the Lawn <ul style="list-style-type: none"> <li>○ Wellbeing Zone – most popular was the Staff LGBTQ+ cake decorating workshop</li> </ul> </li> <li>• Sanitary Products for students <ul style="list-style-type: none"> <li>○ over 100 students giving feedback – will extend the provision across campus with free products in every building that students have access to. Will be launched in September ready for new session.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Podcast <ul style="list-style-type: none"> <li>○ have broken the 1500 download barrier just this week (1 more episode left to record of the series)</li> </ul> </li> </ul> <p><b>Future Opportunities</b></p> <ul style="list-style-type: none"> <li>• Wellbeing Kiosks (<i>starting 2 May 2022</i>) <ul style="list-style-type: none"> <li>○ Wellbeing Kiosks are a staff initiative. More information <a href="#">here</a></li> <li>○ The kiosk is a machine that involves no human interaction, giving out tangible stats height, weight, blood pressure, etc with resources and information to find out how to get help.</li> <li>○ Will only be monitoring staff engagement and will not store or collect personal data</li> </ul> </li> <li>• Corporate games <ul style="list-style-type: none"> <li>○ Events that staff can take part in which are fun and a good opportunity to get to know other colleagues. More information <a href="#">here</a></li> </ul> </li> <li>• Walk this May <ul style="list-style-type: none"> <li>○ Encourage staff and students to complete a bingo card to encourage getting outdoors. More information <a href="#">here</a></li> </ul> </li> </ul> <p>DS invited the group to visit the Wellbeing Kiosks and to also encourage colleagues to visit. An open invitation was given asking the group to submit feedback on the initiative.</p> <p>DS raised that there will be a staff email for Staff Live on the Lawn, 17 June 12-3.30pm</p>
7	<p><b>UPDATE ON WELLBEING STRATEGY ACTION PLAN - Quarterly reported enclosed</b></p> <p>RW talked to the Action plan. Progress has been slower in some areas due to staffing. Lots of work is ongoing and under development</p> <p>Main updates from the last meeting not already mentioned in the meeting:</p> <ul style="list-style-type: none"> <li>• Enhance staff induction <ul style="list-style-type: none"> <li>○ Will be attending a new Staff Engagement Event in May to discuss and provide materials on wellbeing support for staff</li> </ul> </li> <li>• Student Orientation <ul style="list-style-type: none"> <li>○ Currently reviewing student Orientation material and activity.</li> <li>○ Developing the concept of an arrival lounge/wellbeing zone during Welcome Week with S4S mentors present</li> </ul> </li> <li>• Sport Buddy Scheme <ul style="list-style-type: none"> <li>○ Funding has been secured from Development Trust to support a student Intern to reintroduce the sport buddy scheme</li> </ul> </li> </ul> <p>BP raised that ASV don't have on/off peak for students. RW supplied clarification that there is on/off peak provision for staff.</p>
8	<p><b>ITEMS FOR NEXT MEETING</b></p> <p>Any items to be sent to <a href="mailto:wellbeing@abdn.ac.uk">wellbeing@abdn.ac.uk</a> by the end June.</p>

9	<p><b>AOCB</b></p> <p>Staff Pressure Points Matrix</p> <ul style="list-style-type: none"> <li>GF invited the group to submit feedback and suggestions. Any items to be sent to <a href="mailto:wellbeing@abdn.ac.uk">wellbeing@abdn.ac.uk</a></li> </ul> <p>BP raised issues around contractors or subcontractors potentially drinking in secret on campus. GF informed the group that it would be raised with Estates and Facilities to investigate further.  <b>ACTION:</b> GF and BP to liaise on this separately.</p> <p>Test kits</p> <ul style="list-style-type: none"> <li>DS informed the Group that the COVID test centre closes Friday.</li> </ul> <p>Free Lateral Flow Device Test Kits are available for collection from Butchart Recreation Centre on University Road. It was noted that these are not standard Home Test Kits because they are packaged for use in the Test Centre. Each box has 25 tests, but the Extraction Fluid is not individually portioned. Instead, there are 2 bottles of fluid in each pack and you must ensure you only use 6 drops per test. The rest of the process remains the same as it would if you were using a standard Home Test Kit.</p>
10	<p><b>DATE OF NEXT MEETING 14 July at 1000</b></p>