



MENTAL HEALTH AND WELLBEING WORKING GROUP

Wednesday 23rd August 2022 at 1435, remotely on Teams

PRESENT: Duncan Stuart (DS) (Chair), Rebekah Walker (RW), Garry Fisher (GF), Abbe Brown (AB), Karen Scaife (KS), Anna Goldhawk (AG), Tim Baker (TB), Jacqui Tuckwell (JT), Brian Paterson (BP), Wendy Lowe (WL), Mary Pryor (MP) Johanna Pilskog (JP) on minutes.

1	INTRODUCTIONS
1.	MINUTES OF THE MEETING HELD ON 27th APRIL 2022 The notes from the meeting held on 27 th April 2022 were approved.
2.	Matters Arising (Items not addressed in the agenda) No objections or questions.
3.	TRAINING Training so far this year: <ul style="list-style-type: none">- Trained 44 new Mental Health First Aiders, seen increase in male MHFA and targeting front-facing staff.- ASIST (Applied Suicide Intervention Skills) – we were offered free spots and received very good feedback from those who attended. Will be looking to get more specialised training like this and promote accordingly.- Worked with Staff Development to co-deliver the course ‘Stress, Resilience and Wellbeing’ as part of the Middle Management training programme– good feedback.- Worked with Careers & Employability to offer ‘Managing Change’ course for graduating students.- Sessions continued to be delivered across different departments and schools to raise awareness of the support services available for staff and students at the University – contact wellbeing@abdn.ac.uk for more information and to book sessions.

	<p>Coming up:</p> <ul style="list-style-type: none"> - Introduction to suicide training in September, 2 hours course will be offered both on Foresterhill campus and Old Aberdeen campus. Booking link FH: Intro to Suicide training - Foresterhill Booking link OA: Intro to Suicide training - Old Aberdeen - Next MHFA training coming up in early October. Contact wellbeing@abdn.ac.uk if interested in attending. <p>'Mandatory /strongly encouraged' training for staff in different roles was briefly discussed.</p> <p>It was highlighted that offering proactive training for staff on current and upcoming issues e.g. financial management for staff and staff mental health would be beneficial. Health & Safety are currently working with HR on reviewing and expanding training for line managers/staff aiming for a more proactive approach.</p> <p>Additional awareness raising about different groups we have at the University for example refugee/asylum seekers, care experienced and carer background within our student and staff communities would be a valuable addition to the training package.</p> <p>It was suggested that the Money Matters pages for students could also be helpful for staff <i>Post meeting note: development of financial wellbeing resource bank for staff has been added to the wellbeing action plan.</i></p>
4.	<p>MENTAL HEALTH & WELLBEING UPDATES</p>
4.1	<p>Year 1 Overview- Quarterly report enclosed.</p> <p>Things to note from the report include:</p> <ul style="list-style-type: none"> • Take a break-sessions – Received good feedback from staff and students, the wellbeing team plan to roll out more regularly sessions at different locations in the future • Mental Health Awareness Week Continuum in SDRL – well attended with more than 500 students engaging with the continuum with 400 mental health awareness pins collected • Corporate games – attendees very engaged but challenging to get interest from staff in the first place/get staff committed and not pull out last minute • Wellbeing kiosk – Good feedback from staff on the opportunity. However, in the future we might look at different provider as machines were sometimes unreliable and the provider were unable to provide us with the data at the end (as originally agreed). • Surprise visit to clearing teams – very well received and appreciated by staff, the wellbeing team will look further into pressure points across different departments with the view to offer similar 'pick me ups' in the future <p>ACTION: ALL: to feedback department pressure points/times when big projects are underway such as clearing. All suggestions can be emailed to: wellbeing@abdn.ac.uk</p>

	<p>The group discussed how to promote social opportunities for staff (such as Corporate Games) with colleagues/other staff members without it feeling like a work commitment – rather an opportunity to build new relations and have fun.</p> <p>It is hoped that development of the University’s sports strategy will help increase staff enegement . For example ‘what opportunities are there for the wider community to participate in sports on a social basis’. Looking at the Uni’s sports clubs, would a similar structure work for staff? (Without the competition element). A thought would be Uni half-day closures for staff wellbeing opportunities (e.g. sports day), but acknowledging the varied staff community and the challenge of scheduling something that “fits all”.</p> <p>It was highlighted that some staff do not feel part of a University team and feel isolated due to working more and more individually in recent years (e.g. due to covid). Barriers to socialise/participate mentioned include, workload, non-encouraging managers, protecting personal time from anything related to your job.</p> <p>Suggestion to have specific people (‘champions’) promote events/activities within directorates/teams.</p>
5	UPDATE ON MENTAL HEALTH AND WELLBEING ACTION PLANS
5.1	<p>Year 2 action plan – enclosed</p> <p>Please note: This is the institutional action plan for Mental Health and Wellbeing action plans. With intersectional work/crossover actions among teams. Our aim is to avoid duplications and maximise opportunities – please see action point below.</p> <p>A big focus of this years action plan is to work with SMT for facilitating mental health and wellbeing initiatives in the staff/student communities.</p> <p>ACTION:</p> <ul style="list-style-type: none"> • ALL: Please review action plan and get in touch if your team identify any overlapping/already ongoing/relevant activities to incorporate. All feedback to KS/RW.
6.	<p>AOCB</p> <p>Mental Health Adviser post approved – job add will be posted in the coming weeks.</p>
7.	DATE OF NEXT MEETING 30 November at 14:05