

## **Positive Mental Health and General Well-being Strategic Plan**

**2019/2022**

### **Introduction**

1 in 4 people experience a mental health condition in the UK in their lifetime.

Good mental health is essential to achieving and improving outcomes for our students and staff. Those experiencing positive mental health are more confident, assertive and able to develop emotionally and intellectually. They can more easily face problems and show resilience.

Poor mental health can have an impact on attendance and attainment.

It needs to be recognised that individuals dealing with mental health issues are unique and face their own challenges. There is no one-size-fits-all approach and our mental health can be protected or put at risk by a range of factors.

In Dumfries and Galloway College the number of students and staff declaring a mental health issue and seeking help is increasing and therefore a robust College response is required.

The Scottish Government's Mental Health Strategy 2017-2027 will be used as a guide / referred to when taking forward the Plan.

The actions in the Plan promote a whole college approach to encouraging wellbeing and good mental health.

A group will be formed including relevant College staff, students, and external stakeholders as appropriate to take this Plan forward.

The Strategy promotes the greater use of self-help and self-management approaches and strives to make people resilient. We aim to empower individuals to take positive action to bring about any changes needed for good mental health and use tools and techniques to manage their mental health.

The Plan is not a stand-alone document but compliments the Access and Inclusion Strategy, the Corporate Parenting Plan, Safeguarding Policy and Procedure, Equality and Diversity Framework, HR strategy (theme 4), and takes account of Regional Outcome Agreements, and equality impact.

## Dumfries and Galloway College's Vision 2020 (Strategic Priorities)

### **Strategic Outcome 6:**

We will enable people to build their independence and confidence in a supportive environment.

#### Outcomes to Achieve the Plan.

Outcome 1. Create a culture where everyone feels valued and their wellbeing and mental health are considered in a positive manner.

Outcome 2. Develop resources within the College to support wellbeing and mental health for staff and students, and work with internal groups.

Outcome 3. Work positively with external partners to support mental health and positive wellbeing.

Outcome 4. Evaluate the impact of the changes suggested in this plan on the wellbeing of staff and students.

Outcome	Activities to support outcome	Responsibility	Date
<b>1. Create a culture where everyone feels valued and their wellbeing and mental health are considered and supported in a positive manner.</b>	Use current student data, application forms, needs assessments, PLSP meetings, and analytics to improve retention.	SSGT	Ongoing throughout academic year.
	Ensure mental health support is visible on posters, and college sites (including staff intranet) are supportive and encouraging.	SSGT, All staff, Student Association, H.R.	Ongoing
	H.R will continue to be proactive in asking staff to recognise and disclose conditions related to their mental health.	Human Resources	Ongoing

	Target male students as they notoriously do not discuss / share any anxieties.	SSGT, Student Association	Measure yearly
	Guidance coaches, advisers, ed support team promote awareness of support for students with mental health issues.	SSGT	August 2019
	Investigate options to provide and raise awareness of appropriate quiet spaces for staff and students to utilise for prayer or contemplation.	Equality Officer, Estates, SSGT	October 2020
	Advertise Cycle to Work scheme	Estates	August 2019
	Students given info to help with resilience to develop individual capacity.	Guidance Coaches.	Ongoing
	Equality and Diversity Committee to discuss any concerns and tackle any inequalities. Issues linked to protected characteristics and inequalities will be addressed	Equality Officer	Ongoing
<b>2. Develop resources within the college to support wellbeing and mental health for staff and students, and work with internal groups</b>	Equally safe cards to be issued to all staff members.	Equality Officer	At recruitment
	Don't suffer in silence (mental health) stickers posted at strategic locations	H.R.	As appropriate
	Psychological and emotional help cards posted at strategic locations	H.R.	As appropriate
	Reasonable adjustment where necessary and appropriate for students in classes	Advisers, Ed support, lecturers	Ongoing
	A range of staff and student wellbeing initiatives e.g. use of well-equipped gym, yoga classes and badminton to promote good physical health and healthy living.	Key college staff, Student Association	Ongoing

	Gardening and green house used to help with any social exclusion issues and make available a quiet space to work.	Student Association and volunteers	Ongoing
	Awareness days across college to promote wellbeing and details of help available.  Calendar of national health and wellbeing campaigns.	Student Association and SSGT	Throughout the year at specific points e.g. No smoking Day.
	Relevant staff trained in mental health first aid.	Cross college	Ongoing
	Blue elephant campaign	SSGT	Ongoing
	Ed support staff carrying out PLSP meetings. Advisers and Guidance Coaches all available to listen, support, sign post.	SSGT	Ongoing
	Care experienced students have a dedicated staff member/ named person for support. This support is organised and highlighted at enquiry stage or when they enrol.	Care Experienced Adviser	Ongoing
	An active Student Association taking forward Healthy Minds, Healthy Bodies and Project Sunshine. A Health and Well being Officer to be elected	Student Association	September 2019
	Students made aware of apps to combat anxiety / depression such as Calm Harm. Also supportive txt service SHOUT and YOUNG MINDS	SSGT Safeguarders	Ongoing As appropriate
	Beating the Blues. Giving out info as appropriate.	Safeguarders, Advisers. Guidance coaches.	Ongoing
	Lunch time walks and chat and students "Walk through"	College staff group. Student association.	As needed

	CPD opportunities for staff in relation to wellbeing and mental health, e.g. Open Learning "Awareness of Mental Health Problems Level 2"	Managers and HR. PRD meetings	PRD review
	College breakfast club for socialising and good nutrition.	Student Association / student engagement	Ongoing
	Mood books library. Signposted from various areas for help	Librarian, Safeguards	Ongoing
	Promote thinkpositive.scot SAMh materials	SSGT	As required
	Promote managing time, how to deal with stress, info on relevant outside agencies, support available in College, mental and physical health	Guidance Coaches	6 sessions per academic year.
	Digital strategy. Use of systems to support work	H.R	Being rolled out
	Awareness of other support needs e.g. the person may have Asperger's syndrome. This could make issues more complex.	Needs Assessments from Advisers and info on CMIS to support staff supporting the students.	Ongoing
	Time to Talk days  Purchase Big White Wall which is Live therapy for over 18's. Also purchase ""The Wall"" with resources for all age groups. The Wall is available 24/7/365 and Live Therapy 24/7 from 7.00 until 11.00pm 7 days per week.	Student Association, SSGT  HSSG	January 2020

<b>3 Work positively with external partners to support mental health and positive wellbeing.</b>	Refer to CAMHS as appropriate.	Safeguarders	As appropriate
	Work as needed with Police.	Safeguarders	As appropriate
	Work as needed with Social work.	Advisers, Guidance Coaches, adviser for care experienced students	As appropriate
	Promote local clubs, e.g. running, knitting, crafts at the Stove	Student Association, SSGT	Ongoing
	Community justice meetings	Head of SSTG	4 times yearly
	LGBT community activities	Equality Officer.	Quarterly local advisory group meetings. Contribute to joint action plan for regional public sector.
	Diversity Working Group activities - quarterly meetings, rolling "chair" duties, annual action plan for group consisting of all public sector agencies and groups	Equality Officer	Quarterly meetings, annual plan and report.

	representing all protected characteristics and issues locally.		
	Liaise with schools regarding young people arriving and their support needs at transitional meetings	HSSGT School liaison	As requested,
	Refer to Occupational Health to support staff as needed.	H.R	
	The Carers Centre attending College to provide advice to students and staff (Senior Adviser) Surgeries every 4 weeks	SSGT	Ongoing
	Promote It's Cool To Talk and Breathing Space	Advisers	As appropriate
	Women's Aid / Rape Crisis	Safeguarders, Advisers	As appropriate
	Local counsellors used as needed to support students. They will be initially used on a freelance basis. This service will either be skypeing to College or community based. The counsellors are usefully located in different parts of the region.	HSSG	
<b>4. Evaluate</b>	Use data from application form and contact students who have declared they have a mental health difficulty for feedback on the support services. This will happen throughout the year and should drive continuous improvement.	SSGT	June 2020
	AQR questionnaire evaluating mental health	H.R	
	Mental Health in the Workplace course to support staff	H.R	
	PLSP info measures success. This is for students who have a Needs Assessment. Able to measure retention and attainment. 4 meetings per academic year	Ed support Team	June 2020

	<p>Not every student who has a mental health issue engages with the Student Advisers service or has a PLSP.</p> <p>Will join up with other services to capture information i.e. Guidance Coaches throughout the year</p> <p>Big White Wall and local Counsellors evaluated using students and staff.</p>	<p>Senior Adviser/ Guidance Coaches</p> <p>SSGT and students</p>	<p>June 2020</p> <p>June 2020</p>
	<p>Care experienced students will be proactively asked by a member of staff if they experience mental health difficulties</p>	<p>Care Experienced Adviser</p>	<p>Aug 2019</p>
	<p>Evaluation from an H.R. point of view being considered</p>	<p>H.R.</p>	<p>August 2020</p>