

Our Mental Wellbeing Strategic Action Plan 2020-2025

Vision Together we create a mentally healthy community in which everyone can realise their potential and feel safe and supported in their experience of mental wellbeing.

- Why**
- We value our people and want them to thrive
 - Positive mental wellbeing is an enabler of study and work success
 - Mental ill-health is growing global challenge with diversity across cultural groups
 - Individual and collective resilience helps navigate disruption and change
 - There are both individual and organisational influences on mental health outcomes
 - There are clear points in the university year that have greater psychosocial risk

Guiding Principles

1. Initiatives are aligned with our values and core priorities
2. Initiatives focus across the mental health promotion, prevention and early intervention
3. We have an integrated, yet tailored approach to student and staff mental wellbeing
4. Mental wellbeing is embedded in all that we do
5. Mental wellbeing as a shared responsibility

Key Action Areas

Culture

1. Articulate our commitment
2. Collaborate for collective impact
3. Grow meaningful engagement and tell our stories
4. Learn, celebrate and share our success

Systems

1. Review and uplift our policies and procedures
2. Identify, address and monitor key psychosocial risks
3. Influence key organisational system levers in teaching, research and work
4. Audit our practices and strive for accreditation e.g. eSmart

Skills and Experiences

1. Build the mental health literacy of our community
2. Increase capabilities to assist others (and self) when in distress
3. Provide tools to proactively build psychological safety and resilience
4. Create physical and online environments that foster mental wellbeing, engagement and access

Support

1. Promote initiatives that support personal mental wellbeing
2. Develop prevention initiatives to support early action
3. Optimise our services and supports for those in need
4. Strengthen our suicide prevention and postvention

Enablers

Leadership

Our leaders are committed and set the tone from the top and invest in mental wellbeing

Partnerships

We partner with internal and external experts to increase our capability, capacity and impact and to respect different ways and knowledges

Evidence

Our work and ways of working are informed by the latest evidence and we use data, monitoring and evaluation to inform decisions