

PROMOTING WELLBEING: 2018-2021

PROMOTING WELLBEING:

A THREE-YEAR PLAN

The Promoting Wellbeing Group has been established to lead, develop, implement and review a three-year action plan from 2018-2021. Having such a purpose underlines Ayrshire College's commitment to supporting the positive wellbeing of all students and staff. The increasingly known impact of mental health and wellbeing on individual experience, requires a proactive, ambitious but achievable response. The Promoting Wellbeing Group believes this action plan will deliver these aims for the College community. It provides clear, focused actions and seeks also to support the College to deliver fully on its vision, mission and strategic goals.

The action plan represents a whole-college approach recognising that the promotion of positive wellbeing and tackling stigma particularly around mental health is the responsibility of us all.

It seeks to complement the existing structures, processes and mechanisms already in place within the College. As such, the Promoting Wellbeing action plan sits underneath key College strategic objectives demonstrated in, for example, the Strategic Plan 2017-2020, Regional Outcome Agreement 2017-2020, Equality Outcomes 2017-2021, and Corporate Parenting Plan.

TURNING THE PLAN INTO A REALITY

For improved wellbeing of all students and staff to be realised, it is essential the Promoting Wellbeing Group is supported across the College.

The College's Values, Inclusion, Equality and Wellbeing (VIEW) Steering Group will provide specific guidance and formal support to the Promoting Wellbeing Group. The primary purpose of the VIEW Steering Group is to lead, monitor and report on the progress of the College's current Equality Outcomes 2017-2021.

PROMOTING WELLBEING ACTION PLAN 2018-2021

Having long had a positive, productive relationship with NHS Ayrshire and Arran, it was felt important to use their Mental Health and Wellbeing Strategy 2015-2027 as a guide to develop the College's Promoting Wellbeing action plan 2018-2021. In particular, the Promoting Wellbeing Group used three of the six identified areas considered necessary for positive mental health and wellbeing as a framework.

These three identified areas were developed further so they became key outcomes relevant to the College



OUTCOME 1:

Promote positive wellbeing within the College

To achieve this, we will, for example:

- Take account of student data to identify key emerging trends and support the development of appropriate actions in relation to wellbeing
- Further develop current college communication mechanisms to promote awareness of positive wellbeing and signpost support and resources available
- Implement a range of staff and student wellbeing initiatives
- Plan, deliver and evaluate at least three college-wide promotional campaigns focused on wellbeing throughout the academic year



OUTCOME 2:

Develop and sustain resources within the College

To achieve this, we will, for example:

- Pilot student wellbeing initiatives within Curriculum areas and share learning from these across the College
- Work with the Staff Learning and Development team to develop a staff training matrix to ensure that all college staff have access to continuing professional development activities in relation to wellbeing
- Continue to develop strong partnership working with key external organisations



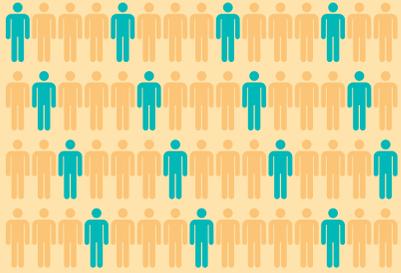
OUTCOME 3:

Develop fully internal and external partnerships to support positive wellbeing within the College

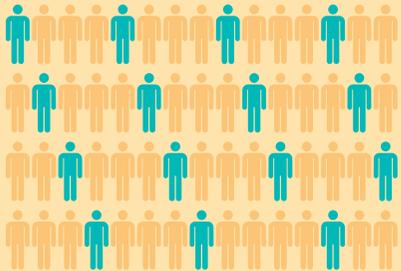
To achieve this, we will, for example:

- Explore opportunities to develop a range of student social groups within the College
- Explore opportunities to develop a staff mentoring and/or coaching programme in relation to wellbeing
- Evaluate current student peer mentoring programme and explore opportunities to develop a college student peer mentoring programme
- Develop opportunities with key college partners to host peer student groups or forums within the College

NATIONAL STATISTICS



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



AYRSHIRE COLLEGE STATISTICS



THE NEED FOR A PLAN

In recent years, the number of students attending the College who have a declared mental health condition has increased. This shows many students feel able to declare this information and as such, the College welcomes this believing it may be an indication of its respectful, open and honest, and supportive culture. It also shows that this very incidence requires a College response to ensure we are, as far as possible, supporting all students to achieve positive outcomes.

Having reviewed emerging trends within the College, it is found male students are less likely to declare a mental health condition in comparison to female students. In reflection of this, and the national picture in Scotland which shows the persistence of high male suicide rates, a particular, dedicated action has been given here to encouraging increased declaration amongst male students.

Staff wellbeing is equally important including the need to tackle any existing stigmas about mental health in the workplace as well as opportunities to develop their knowledge and skills in relation to wellbeing.

AYRSHIRE COLLEGE EQUALITY OUTCOMES 2017-2021:

Equality Outcome 1:

In Ayrshire, people experience safe and inclusive communities

Equality Outcome 2:

In Ayrshire, people have equal opportunities to access and shape public services

Equality Outcome 3:

In Ayrshire, people have opportunities to fulfil their potential throughout life

Equality Outcome 4:

In Ayrshire, public bodies are inclusive and diverse employers

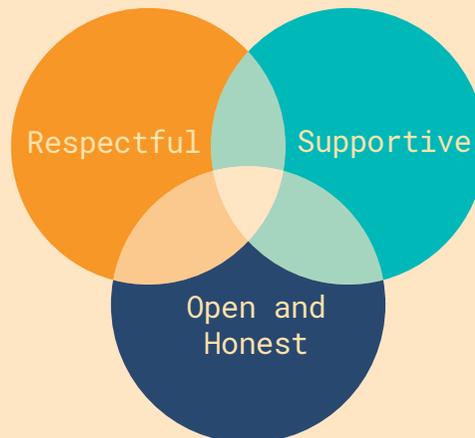
These Equality Outcomes are an important framework supporting the College's commitment to equality and inclusion.

THE PROMOTING WELLBEING GROUP

The Promoting Wellbeing Group includes a cross-section of College staff, the Student Association, the Mental Health Liaison Officer, the Alcohol and Drugs Liaison Officer and a NHS Ayrshire and Arran Health Improvement Officer.

It is currently chaired by Doreen Wales, Head of Inclusive Learning. She is supported in this by Angela Sheridan, Head of Learning and Skills - Hair, Beauty, Complementary Therapies and Make-up Artistry.

AYRSHIRE COLLEGE VALUES



CONTACT

If you would like to know more information on the Promoting Wellbeing Group please contact **Sara Turkington**, Equality and Inclusion Advisor.

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PROMOTING WELLBEING: A THREE-YEAR PLAN

OUTCOME 1

Promote positive wellbeing within the College



Related Strategic Goal(s)

To be an ambitious, innovative learning organisation in which students and staff thrive

Related Equality Outcome(s)

In Ayrshire, people experience safe and inclusive communities
In Ayrshire, people have opportunities to fulfil their potential throughout life

Related Scottish Funding Council Outcome(s)

More equal society

Actions	Indicators	Timescale	Responsibility	Progress
Take account of student data to identify key emerging trends and support the development of appropriate actions in relation to mental health	Improved retention and attainment of all students with a declared mental health condition	April 2021	Head of Inclusive Learning	
	Improved student declaration of a mental health condition in curriculum areas where there is currently under-representation			
ECU Supporting Workforce Diversity project: disability declaration action plan developed and implemented	Improved staff disability declaration	June 2018	Equality and Inclusion Advisor	
Pilot wellbeing initiatives focused particularly on male students	Improved declaration of a mental health condition amongst male students	April 2021	Equality and Inclusion Advisor, Mental Health Liaison Officer and Health, Safety and Wellbeing Advisor	
Further develop College communication mechanisms to promote awareness of wellbeing and signpost supports and resources available	Improved awareness of wellbeing supports and resources available	April 2019	Marketing and PR Officer	
	Increased engagement with online College resources available			

Actions	Indicators	Timescale	Responsibility	Progress
Ensure information about wellbeing supports and resources is included in College staff and student inductions	Increased awareness of wellbeing supports and resources available	April 2018	Head of Inclusive Learning, and Staff Learning and Development Manager	
Promote existing resources to support staff wellbeing	Increased number of staff engaging with various support mechanisms	April 2021	Health, Safety and Wellbeing Advisor, and Equality and Inclusion Advisor	
	Staff engaging with support report improved wellbeing			
Explore the possibility of creating a Contemplation room on each campus	At least one College campus includes a Contemplation room and/or provides for a similar resource	April 2019	Health, Safety and Wellbeing Advisor, and the Student Association	
Promote complementary therapies for students through Inclusive Learning and explore developing a similar provision for staff	Students report improved levels of wellbeing and similar provision for staff developed	On-going	Head of Learning and Skills - Hair, Beauty, Complementary Therapies and Make-Up Artistry	
Introduce a Promoting Wellbeing at Work section for all staff within the Wellbeing Hub tile on the staff intranet	Staff engaging with this resource report improved wellbeing	April 2018	Health, Safety and Wellbeing Advisor	
Implement student and staff "Blether and Walk" initiatives or similar initiatives which promote wellbeing	All College campuses provide for student and staff wellbeing initiatives like 'Blether and Walk'	April 2021	Health, Safety and Wellbeing Advisor, and Student Association	
	Staff and students participating in this initiative report improved wellbeing			

Actions	Indicators	Timescale	Responsibility	Progress
Introduce staff benefits initiative e.g. gym memberships, and cycle to work scheme to support staff wellbeing	Staff benefit initiative established and staff participating report improved wellbeing	April 2021	Health, Safety and Wellbeing Advisor	
Plan, deliver and evaluate at least three College-wide promotional campaigns throughout the academic session	Increased levels of staff and student engagement and participation in campaigns	April 2021	Promoting Wellbeing Group	
	Increased staff and student awareness of strategies to support wellbeing			
	Reduced stigma in relation to mental health and wellbeing			

OUTCOME 2

Develop and sustain resources within the College



Related Strategic Goal(s)

To be an ambitious, innovative learning organisation in which students and staff thrive
To develop people, communities, and businesses through learning and skills development

Related Equality Outcome(s)

In Ayrshire, people experience safe and inclusive communities
In Ayrshire, people have opportunities to fulfil their potential throughout life
In Ayrshire, public bodies are inclusive and diverse employers

Related Scottish Funding Council Outcome(s)

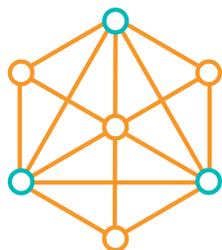
More equal society

Actions	Indicators	Timescale	Responsibility	Progress
Explore opportunities to pilot student Mindfulness workshops in the Creative Industries Directorate	At least one pilot programme is developed, delivered and evaluated	April 2019	Head of Learning and Skills – Creative Industries	
Pilot student WRAP training course in at least two Curriculum areas and explore opportunities to develop in other curriculum areas	At least two Curriculum areas pilot student WRAP training and opportunities are explored to develop in other curriculum areas	April 2019	Team Leader, Inclusive Learning (Ayr) and Mental Health Liaison Officer	
Identify and share examples of best practice related to wellbeing across learning and teaching within the College	Staff report improved knowledge on positive wellbeing	April 2018	Promoting Wellbeing Group	
Work with Staff Learning and Development to develop a training matrix to provide staff with access to CPD in relation to wellbeing	Staff training matrix in relation to wellbeing developed	August 2018	Staff Learning and Development Manager, Equality and Inclusion Advisor, and Mental Health Liaison Officer	
	Staff report increased awareness and knowledge in relation to mental health and wellbeing	April 2021		

Actions	Indicators	Timescale	Responsibility	Progress
Staff learning and development programme includes mental health and wellbeing focuses including Ahead for Health and Mentally Healthy Workplaces training	Staff report increased knowledge and skills in relation to mental health and wellbeing	April 2018	Staff Learning and Development Manager	
Continue to liaise with key partners including Choose Life and Penumbra to deliver staff training	Staff report increased knowledge and skills in relation to suicide prevention and self-harm, and dealing with disclosures	On-going	Head of Inclusive Learning, and Mental Health Liaison Officer	

OUTCOME 3

Develop fully internal and external partnerships to promote positive wellbeing within the College



Related Strategic Goal(s)

To be an ambitious, innovative learning organisation in which students and staff thrive

Related Equality Outcome(s)

In Ayrshire, people experience safe and inclusive communities
In Ayrshire, people have opportunities to fulfil their potential

Related Scottish Funding Council Outcome(s)

More equal society

Actions	Indicators	Timescale	Responsibility	Progress
Develop support mechanisms using the Wellbeing Hub to improve student and staff knowledge of community resources available	Staff report increased knowledge of community resources through use of the Wellbeing Hub	April 2019	Mental Health Liaison Officer	
Further develop links with external partners including Community Connectors to increase opportunities for signposting and support	Number of students and staff signposted to community resources	April 2021	Promoting Wellbeing Group	
Explore opportunities to develop a staff mentoring and/or coaching programme to support wellbeing	Staff mentoring and/or coaching models to support staff wellbeing identified and a pilot programme trialled and evaluated	April 2021	Staff Learning and Development Manager, and Head of Learning and Skills - Hair, Beauty, Complementary Therapies and Make-Up Artistry	
Explore opportunities to deliver Mentally Healthy Workplace Training for Managers as part of Management Development Programme	Staff report improved awareness of wellbeing including ways to support others wellbeing	February 2019	Staff Learning and Development Manager	
Consider implementing aspects of the See Me in Work Programme to reduce stigma relating to mental health	Aspects of the See Me in Work Programme implemented with staff reporting an increased awareness on how to tackle stigma in relation to mental health as well as improved declaration rates of a mental health condition	April 2021	Equality and Inclusion Advisor, Health, Safety and Wellbeing Advisor, Head of Inclusive Learning and Mental Health Liaison Officer	

Actions	Indicators	Timescale	Responsibility	Progress
Promote and where appropriate provide student volunteering opportunities to support wellbeing	Increased promotion in the number of organisations offering volunteering opportunities to College students	April 2021	Student Association	
	Increased student engagement with volunteering opportunities within the College			
	Students report positive links with community and increased levels of confidence and wellbeing			
Explore opportunities to develop a range of College student social groups	At least one student social group established across each of the College's campuses with those participating reporting an improved wellbeing	April 2021	Student Association	
Evaluate current student peer mentoring programme and explore opportunities to develop across the College	Current student peer mentoring programme evaluated and opportunities explored to develop across the College	June 2021	Head of Inclusive Learning, and Mental Health Liaison Officer	
Develop opportunities with external partners to host peer support groups or forums within the College i.e. Ayrshire Action on Depression and Care Experienced Forums	Improved links between the College and the community	April 2021	Promoting Wellbeing Group	
	Increased opportunities for partnership working			
	Improved access to the College for hard to reach groups			