Mental Health & Wellbeing Strategy

Vision

To work together to promote an inclusive and supportive environment, underpinned by effective and timely mental health and wellbeing support systems that allow our students and staff to realise their potential and achieve success.

Context

Definition of Mental Health 'Mental Health is defined as a state of wellbeing in which every individual realizes their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their own community.'

Definition of Wellbeing 'A positive state of mind and body, feeling safe and able to cope, with a sense of connection with people, communities and the wider environment.'

Source of both definitions above: Royal College of Psychiatrists, 'No health without mental health, the case study for action' Position statement (Feb 2011).

Floorskills Mental Health and Wellbeing Strategy has been developed with the focus on seven strategic themes as set out below.

This strategy reflects our inclusive approach, as we understand that all our students and staff have mental health and wellbeing in common. For this reason, the strategy applies to all.

1. LEADERSHIP – a whole organisation approach to staff and student mental health and wellbeing.

To establish an integrated, inclusive approach to supporting student and staff mental health and wellbeing. Ensure that staff and student mental health is considered when planning and developing wider policy at leadership level.

Embed a commitment to continuous improvement and welcome challenging feedback that enables us to learn lessons and develop our approach and practice.

2. PREVENTION - Create an environment that is conducive to mental health and wellbeing, which minimises risk factors for mental ill-health and reduces the stigma associated with mental illness.

Work to ensure our approach to curriculum development, teaching and assessment supports the mental health and wellbeing of our staff and students.

Ensure proactive and relevant communication and signposts are provided in relation to wellbeing and mental health.

Encourage individuals to take ownership of positive mental health behaviours by equipping students and staff with the skills, tools and sense of belonging that promotes positive mental health behaviours and an inclusive culture.

3. EARLY INTERVENTIONS - Take a proactive approach to supporting students and staff at risk of poor wellbeing and mental health, and reducing the stigma associated with mental health issues.

Provision of resources to support positive wellbeing and mental health. Ensure that information about support and how to access it is readily available and easy to navigate.

Provide regular reminders about signposts and systems in place for raising concerns and addressing support needs.

Providing training to staff to ensure that all have the confidence and understanding of how interventions can be made before difficulties escalate.

4. SUPPORT - Deliver an effective range of support services that meet the diverse needs of our staff and students.

Ensure that support provision is responsive to staff and student feedback. Recognise the diversity of our staff and students and ensure that support is accessible, inclusive and strives to be reflective of the communities it serves.

Have robust risk management protocols in place, that include how to raise concerns and how to access urgent support, escalation protocols and appropriate information sharing.

Ensure that students and staff are aware of the safeguarding policy and process, awareness of safeguarding risks, how to recognise risks, how to raise concerns and seek support.

5. TRANSITIONS - Support staff and students to transition successfully between key points in their employment or studies, to promote success and maximise potential, while maintaining good mental health and wellbeing.

Ensure that we promote a 'No barriers to studying, no boundaries to learning' approach. Provide the necessary training and support staff in their professional development and career progression.

Ensure that we welcome, induct and support staff and students new to the organisation or to their role or studies.

6. STAFF - Ensure the mental health and wellbeing needs of all categories of staff are proactively recognised and addressed.

Offer tailored resources where needed to address issues specific to staff. Provide staff with access to appropriate training in recognising and responding to mental health and wellbeing difficulties in colleagues and students.

7. EVALUATION - Make good use of data, research and feedback from students and staff to evaluate and improve our provision and support more proactive interventions.

Using an evidence-based approach to evaluating mental health and wellbeing support. Continue to evaluate and develop our systems and processes to ensure we are able to identify those most in need of urgent support.