



STRANMILLIS UNIVERSITY COLLEGE  
A College of Queen's University Belfast

# Student Support & Wellbeing Strategy

“Ready, Able and Willing to Learn –  
Striving for Success in a Supportive Learning Community”



## Contents

Section	Subsection	Title	Page(s)
1		Stranmillis University College	
	1.1	Introduction	3
	1.2	Vision	3
	1.3	Mission	3
	1.4	Values	4
2		Student Support & Wellbeing Strategy	
	2.1	Rationale	4
	2.2	Benefits	5
	2.3	Aim	5
	2.4	Objective(s)	6
	2.5	Outcomes	6
	2.6	Commitments	6
	2.7	Key Themes	7
3		Key Themes	7
	3.1	<i>Theme One: Physical Wellbeing</i>	7
	3.1.1	Occupational Health	7
	3.1.2	Disability	8
	3.2	<i>Theme Two: Theme Two: Mental Health, Emotional and Psychological Wellbeing</i>	9
	3.2.1	Relationships	10
	3.2.2	Student Counselling Service	10
	3.2.3	Resilience and Mental Toughness	12
	3.3	<i>Theme Three: Careers and Employability</i>	12
	3.4	<i>Theme Four: Lifestyle</i>	14
	3.4.1	Healthy Eating	14
	3.4.2	Sexual Health	14
	3.4.3	Financial Support	14
	3.4.4	Safety	15
	3.4.5	Physical Activity	15
	3.5	<i>Theme Five: Learning Support</i>	16
	3.5.1	Student Support and Engagement	16
		Supporting Development	16
	3.5.2	Preparedness and Readiness to	16
	3.5.3	Study	
3.6	<i>Theme Six: Spiritual Wellbeing</i>	17	
3.6.1	Spiritual	17	
3.6.2	Personal Growth		
3.7	<i>Theme Seven: Supporting Staff to Support Students</i>	18	
4.		Key Targets and Action Plan (2015 – 2017)	18

## 1. Stranmillis University College

### 1. 1. Introduction

Stranmillis University College is a professionally oriented institution, focussing primarily on undergraduate, postgraduate and research in the areas of Teacher Education, Early Childhood Studies, Early Years Education and Health and Leisure Studies. Stranmillis University College offers a range of courses leading to undergraduate and postgraduate degrees and other qualifications awarded by Queen's University Belfast (QUB). Typically these include:

The initial undergraduate and post-graduate education of teachers for nursery, primary and special schools in all sectors through B.Ed., P.G.C.E, M.Teach and M.Ed. programmes.

The initial undergraduate education of teachers for certain subject areas in post-primary schools and colleges in all sectors through a B.Ed. programme;

The vocational undergraduate and postgraduate education of professionals to work across the whole spectrum of the Early Years sector through B.A. (Early Childhood Studies) and M.A. (Early Childhood Studies) programmes;

The vocational undergraduate education of professionals in the spheres of health promotion, physical education, sport development, fitness, leisure, health and safety through a B.Sc. (Health, Sport & Physical Activity) programme; and

Continuing Professional Development (CPD) and Lifelong Learning.

### 1.2. Vision

The University College's vision is to be a centre of excellence in educational, professional and vocational development.

### 1.3. Mission

The University College's mission is:

*'To sustain a critical community of educational excellence in teaching and scholarship / research in a shared learning environment where diversity is welcomed, in order to meet the professional needs of society in Northern Ireland and beyond.'*

The mission of the University College is pursued by:

- providing high quality teaching and learning that is informed by scholarship and promotes critical enquiry;

- undertaking scholarship and research which helps to inform and shape policy;
- engaging with stakeholders to promote the concept of learning communities and sharing resources; and
- developing and sustaining collaborative partnerships.

#### **1.4. Values**

The Values which underpin the Mission of the University College are:

- to demonstrate high standards of professional integrity;
- to treat everyone with respect and dignity;
- to promote intellectual stretch and challenge;
- to work collaboratively and in the spirit of collegiality; and
- to operate efficiently and sustainably both financially and environmentally.

In addition, Stranmillis University College seeks to ensure:

- high quality student support services and experience;
- equality of opportunity;
- support for success;
- student engagement and responsiveness to change;
- fair access to services;
- caring for the wellbeing of all of our members; and
- community and belonging.

## **2. Student Support & Wellbeing Strategy**

### **2.1. Rationale**

The health and well-being of our students is of paramount importance to us. It is widely recognised that students will be better positioned to achieve their full potential when they feel emotionally, physically, socially, psychologically, mentally, and spiritually secure. The aim of student support, or more specifically Student Support and Wellbeing, is to encourage all students to feel happy, secure and safe and hence feel that they are contributing to their own success.

This Student Support and Wellbeing Strategy, which is underpinned by research into good practice, sets out how Stranmillis University College will enhance the student experience through support and development opportunities for students to manage their own wellbeing. This strategy has been informed by a number of key policy drivers; internationally, the Ottawa Charter for Health Promotion (WHO, 1986); nationally, UK Healthy Universities; and locally, The Programme for Government 2011-2015 (NI Executive) and Fit and Well – Changing Lives (DHSSPS, 2012-2022).

## **2.2. Benefits**

There are many benefits to be secured from the implementation of a positive Student Support and Wellbeing Strategy, including students who will be enabled to achieve their full potential; be engaged and involved; and be more positive in their outlook and in their approach.

When entering the University College students will feel supported and the transition to higher education study for them will be as smooth as possible. At the end of their degree studies students will feel empowered and confident to face the challenges of the 'world of work and be able to cope confidently with the "ups and downs" of everyday life;

Attendance rates and engagement will be strengthened and retention rates will be strengthened. Students will experience and enjoy a pleasant, comfortable, safe and secure work-orientated and work-focussed learning environment and will feel secure in the knowledge that proactive preventative measures are in place to help and support them. Students will also have increased awareness of, and easy access to, an appropriate range of support structures and agencies.

Students need to be aware of the all-encompassing nature of health and wellbeing; to experience life on a campus community where each is respectful and tolerant of each other. There is also a need for all students to be engaged and involved in the life and work of the community and to be proactive in developing themselves personally and professionally and feel enabled to use the facilities, experiences and services that are on offer to grow as independent learners.

## **2.3. Aim of the Strategy**

The aim of this Student Support & Wellbeing Strategy is to contribute towards creating:

*" ... a learning environment and organisational culture that enhances the health, wellbeing and sustainability of its community and enables people to achieve their full potential."*

(Healthy Universities, 2006)

## **2.4. Objective(s)**

In order that all students can feel safe and secure it is the responsibility of the University College to create an appropriate and supportive learning environment.

The Objectives of the Strategy are therefore:

- to establish a joined up holistic healthy ethos across the College;
- to embed sustainable health promoting practices within the University structure to create an environment, which is conducive to health and wellbeing; and
- to facilitate healthy choices.

## **2.5. Outcomes**

The positive outcomes from this strategy will be that students are:

- health aware;
- confident; and
- take action to improve their personal skills and change their personal lifestyles and living conditions for the better.

## **2.6. Our Commitments**

At Stranmillis University College we understand the importance of promoting the positive health and wellbeing of all our students as this is critical if each student is to achieve his/her full potential. As an institution we are therefore committed to:

- ensuring that students are well supported throughout their degree studies;
- ensuring that the activities and services developed on campus and in the Students' Union are engaging, relevant and accessible;
- the development of the career management and employability skills of our students;
- supporting all students from pre-application through to post-graduation;
- developing more effective communications with students across the University College;
- developing effective communication of appropriate information to relevant staff throughout the University College on a need to know basis;

- ensuring that all students, including international, full or part-time students will have access to appropriate student support structures, have the opportunity to actively engage and have a positive experience whilst studying at Stranmillis;
- embedding the development of life and employability skills across, and throughout, the whole student experience by providing an environment and creating a community which encourages and equips our students to maximise their own personal development and academic achievement;
- ensuring as far as possible that all students can gain full benefit from the opportunities that the University College provides, helping them to develop and manage their own health and wellbeing given support by appropriate resources and people.

In order for these aspirations to become a reality it is critically important that the University College, as an organisation, recognises that it has a responsibility to develop an environment with appropriate facilities that support and enable student choice. The aim of this strategy is therefore to contribute towards creating

*“a learning environment and organisational culture that enhances the health, wellbeing and sustainability of its community and enables people to achieve their full potential.”* (Healthy Universities, 2006)

### **3. Key Themes**

Student support and wellbeing is holistic and therefore it is difficult to look at any one factor in isolation from other factors due to the overlap involved. The University College’s Student Support and Wellbeing Strategy is therefore structured around seven key inter-related themes as described below:

#### **3.1. Theme One: Physical Wellbeing**

##### **3.1.1. Occupational Health**

Students experiencing health issues or medical problems whilst studying at Stranmillis University College have the right to receive appropriate medical support to enable them deal with the issue(s) concerned.

Stranmillis University College aims to:

- provide easy and ready opportunities for students to who have disabilities or who are experiencing health problems (physical or mental) to discuss their personal circumstances with a qualified Occupational Health professional;
- provide opportunities to discuss their personal situations in complete confidence;
- with the informed consent of the student make recommendations to the University College for appropriate supports/adjustments to be put in place to

assist the student in their studies so that their personal circumstances do not disadvantage them, in any way, in their studies;

- provide students with medical advice about any health related matter, and, if appropriate, provide referral to other agencies both inside and outside the University College e.g. Carecall, General Practitioner;
- develop and deliver, through Occupational Health, agreed programmes in the area of Health Promotion. Such programmes, theory based and evidence informed, will seek to support the student success by creating and maintaining a healthy learning environment. Such programmes can typically include education on alcohol, tobacco and other drugs, sexual health, nutrition, stress management, healthy lifestyles and chronic disease prevention.

### **3.1.2. Disability**

Students with disabilities have the right to equal access to facilities and courses offered throughout the University College, and an equal opportunity to work, learn and receive reasonable resources and academic adjustments that will enable them to reach their full potential.

Stranmillis University College aims to:

- provide an impartial, professional and confidential support service that will enable all students, including those with disabilities, to enjoy a fulfilling University career.
- ensure that all students, current and potential, know about the support structures that are available and to ensure that they can readily access these.
- provide a support service is easily accessed by all students, home or incoming students.
- review, critically evaluate and refine support services in response to student needs, course requirements and appropriate local and national Government legislation in an attempt improve the service on offer.
- develop increased links with other University College functions (Academic and Non-Academic) as well as with academic departments and other appropriate outside agencies.
- act as a referral service linking students to other University College and
- provide Community Services as and when appropriate.
- provide appropriate support to students in the form of educational programmes/workshops and consultation services.
- keep appropriate staff across the University College up-to-date with current issues that might impact upon the delivery of academic programmes.

- address student needs by liaising with the Students' Representative Council.
- raise issues and provide information to Senior Management, the Academic Leadership Team and staff on policy, law and social change that impact students with disabilities.
- develop appropriate Pre-arrival and transitions information, activities and events for disabled students (and their families).

### **3.2. Theme Two: Mental Health, Emotional and Psychological Wellbeing**

The emotional wellbeing of our students is of utmost importance if they are to achieve their potential. Many people experience the symptoms associated with mental health difficulties at some point in their lives. The severity can have a huge impact on an individual's ability to function; this can lead to an adverse effect on their studies. Mental health problems encompass many problems including; anxiety, depression, and eating disorders.

Stranmillis University College aims to:

- provide a high level of support for students with mental health difficulties.
- offer a support that is accessible and relevant to current students.
- audit provision and elicit feedback to improve student experience.
- improve links with external agencies that offer mental health support.
- promote Mental Well-being.
- foster an inclusive environment that promotes mental well-being among its students.
- raise awareness of mental health issues and attempt to reduce stigma.
- maintain a non-discriminatory ethos.
- provide protocols, support and training for staff dealing with student mental health concerns.
- provide an environment that deals effectively with instances of bullying or harassment should they occur.

Stranmillis University College will do this by:

- providing a counselling service, staffed by qualified professionals (Carecall).
- By providing training for appropriate members of staff to help them recognise symptoms of mental health. Training could include Mental Health First Aid and ASSIST.

- Providing workshops for students around some key issues, exam pressure, bullying, low self-esteem, anger management and respect.
- exploring strategies for promoting safe use of alcohol.
- making reasonable adjustments to enable students with mental health difficulties to participate and engage fully in university activities.
- encouraging students to disclose any disability to the university, either pre or post admission, to help it to make the necessary adjustments to meet their needs and to enhance their learning experience. Information will be handled in accordance with the university guidelines on confidentiality.
- encouraging students to speak to a personal tutor, supervisor, academic or other member of support staff. The member of staff should ensure that the student is referred to Carecall or the counselling/disability service at the University.
- proactively ensuring that students are aware of internal and external support agencies, which can help them.
- encouraging staff and other students to be vigilant, if they know or suspect a student may have mental health difficulties they are also able to contact the services mentioned above for advice on how to deal with the situation and how the student might best be supported.
- if required, making alternative arrangements for examinations or assessments for students with mental health difficulties.
- responding flexibly to any request to suspend studies on the grounds of mental health to enable a period of rest and recovery. An appropriate period of recovery can be negotiated.

### **3.2.1. Relationships**

Stranmillis University College recognises that having healthy relationships with fellow students is a vital part of university life which also affects academic performance. Relationships are central to our lives and at university they are especially important.

Stranmillis University College will seek to make students more aware of the factors that influence relationships through encouraging positive behaviours, for example around acceptance of difference, showing respect, acceptance of change and effective communication and being resilient.

### **3.2.2. Student Counselling Service**

Carecall provide a confidential counselling services to all the Higher Education Institutions in Northern Ireland as well a significant number of the Regional Colleges. Carecall have also been appointed by Stranmillis University College to provide

counselling services to all Stranmillis students.

Carecall is a subsidiary of the Northern Ireland Association for Mental Health (NIAMH) and aims to provide a seamless, comprehensive and tailored service that seeks to improve the mental wellbeing of students.

Student Counselling Service, through Carecall, seeks to contribute to the enhancement of the student experience by promoting and encouraging positive mental health and wellbeing and by supporting all students to reach their full academic potential.

The primary aim of the Counselling Service is to provide a high quality, free, confidential counselling service to students of Stranmillis University College. The secondary aim is to promote the development of emotional and mental wellbeing of Stranmillis University College students.

The aim of Student Support, through Carecall, is to:

- promote student mental health and tackle the negative stigma associated around the topic of mental ill health;
- provide for a healthy, happy, and productive student population; and
- promote a student culture that considers and talks openly about mental wellbeing.

Student Counselling, through Carecall, will do this by:

- providing a safe place, away from daily life, where students can talk and begin to explore issues that cause them difficulty;
- listening to students and helping them to gain perspective on challenging situations, and plan next steps; ;
- providing an impartial, professional and confidential psychological support service that will assist students in addressing difficulties or issues that negatively impact on academic performance, quality of life and student retention rates;
- ensuring that all students know about the availability of the service and how to make contact;
- providing a service delivery system that is easily accessed by all students;
- evaluating and monitoring the Counselling Service and pursue a policy of continuous improvement;
- paying attention to best practice in terms of service ethos i.e. that espoused by BACP/IACP;
- acting as a signposting service linking students to other University College and Community Services as appropriate;

- providing counselling and psycho-educational programmes/workshops and consultation services to students;
- addressing student needs by liaising with the student body;
- ensuring that student safety is maintained during counselling; and
- raising issues and providing information to management and staff on policy, law and social change that affects counselling;
- Counselling provides a safe environment for students to discuss issues that may be causing anxiety or stress and which is impacting on their academic achievement and overall University experience. Typically issue may include: Stress Management, Adjusting to University, Life Transitions, Relationships, Depression, Anxiety, Physical Abuse, Sexual Abuse, Emotional Abuse, Rape/Sexual Assault, Anger, Eating and Body Image Concerns, Self-Esteem, Loss and Grief, Suicidal Thoughts, Sexuality, Sexual Orientation, Gender Identity, Trauma, and Self Injury.

### **3.2.3. Resilience and Mental Toughness**

Throughout our lives we all face many changes and challenges and the same is true for our students. Nothing stays the same; the good times don't last but neither do the bad times. People and places come and go; the world changes and so does our place within it. To survive the changes we need to equip our students so that they are adaptable and have the ability to refocus on what they need to do.

At Stranmillis University College we seek to enable our students to develop an optimistic, emotionally resilient attitude.

### **3.3. Theme Three: Careers and Employability**

Stranmillis University College is committed to the developing the career management and employability skills of our students. Through our Careers, Employability and Skills Department, students will be supported from pre-application through to two years post-graduation. The University College recognises the positive impact that having well informed and supported career plans can have on a student's health and well-being. Increased opportunities to develop personal and employability skills will help our students to find, remain and progress in work. Anxiety about the employment market can lead to periods of stress for students, we aim to provide a full package of support to ensure that students maximise their access to opportunities; thus increasing their wellbeing both at Stranmillis and beyond.

As an institution we will:

- communicate our rationale for employability as a key strategic objective to staff, students and employers.

- ensure that careers/ employability has a prominent position in student induction.
- increase the number of employer/student engagement sessions which focus on the need for high level employability skills.
- make provision for professional careers advice and guidance at all stages of the student experience from pre-arrival through to post graduation.
- deliver a range of careers and employability lectures and workshops across all programmes, from first to final year. This will be timetabled under 'student support' and is mandatory.
- organise a careers fair each year to allow students to network with employers face-to-face and access opportunities.
- co-ordinate volunteering, promoting opportunities and encouraging accreditation through degree enhancement. This gives students the opportunity to reflect upon skills gained.
- have a prominent and accessible location within the University College. Students can make appointments by telephone or email and can drop in for 'quick queries' if something is urgent.
- communicate with students through different channels including utilising social media which is instant and more informal, this can help careers to maintain contact upon graduation.
- maintain and update the careers website to ensure there is up-to-date and includes relevant content.
- provide a range of careers information sources for students including books in the careers library, hangouts, guides and online materials.
- give all students the opportunity to complete a mock interview with an employer in their final year. This will help them to practice their interview skills and receive feedback, relieving stress and anxiety about the 'real life' recruitment process.
- provide regular CV clinics to ensure students can feel confident in presenting their CV to an employer.
- promote careers and careers education in a pro-active way through leaflets, class talks and social media. This ensures students are aware of the benefits, they know how to access the service. This will maximise participation.

Students will also have the opportunity to provide feedback on the careers activities they have undertaken. This is done through the student consultative committee and through regular surveys. Careers staff will take on board, the opinions of students and where feasible, implement suggestions.

### **3.4. Theme Four: Lifestyle**

#### **3.4.1. Healthy Eating**

Healthy eating is essential to health and wellbeing. Food is the body's fuel and gives the body what it needs to function. Some students between University classes, jobs, family and their social lives don't often find the time to prepare healthy meals to nourish themselves. Instead, they turn to sugar laden processed food and ultimately their health suffers. All students need to eat - and each one needs to eat healthily. We will therefore work with Head of Hospitality and Accommodation Services to promote healthy eating.

#### **3.4.2. Sexual Health**

For many students this will be their first time away from home. This brings a wide range of opportunities and experiences, however it also brings responsibilities. One of these responsibilities is to think about and take control of their own sexual health and wellbeing and the sexual health of others.

Stranmillis University College is committed to support students to know the facts about sexual health to help them make informed choices which will ultimately contribute to their overall wellbeing and assist them achieve their full potential. The College Student Support Centre will provide advice and signposting for all sexual health issues including sexually transmitted diseases, advice on contraception, emergency contraception, and pregnancy support. Counselling support via Carecall is also available for students who require advice and support around their sexual health and sexuality.

#### **3.4.3. Financial Support**

At Stranmillis University College we aim to offer all current and prospective students advice on:

- managing money and how to budget
- information leaflets on budgeting and debt management
- information on available funding and eligibility criteria
- support on applying for funding
- bank accounts

For those students who are experiencing financial difficulty we aim to offer:

- professional and impartial information and advice
- individual one to one appointments tailored to the student's needs
- information and support to apply for hardship funds
- flexible payment plans

#### **3.4.4. Safety**

At Stranmillis the safety of all our students is of paramount importance. It is important that our students feel safe and are kept safe physically, emotionally and psychologically. Furthermore we recognise that safety is very important in both the real and the virtual world.

As an institution we will:

- Encourage all students to act in a responsible manner both on and off campus;
- Encourage all students to take responsibility for their own safety;
- Provide students with information alerting them to the dangers that can exist in both the real world and in the virtual world;
- Encourage students to exercise caution in the use of social media;
- Encourage all students to act in a responsible, professional, ethical and lawful manner at all times whether in the real world or in the virtual world;
- Encourage all students to positive role models within the University College; and
- Encourage all students to be good ambassadors for the University College within the local community and beyond.

#### **3.4.5. Physical Activity**

Regular and adequate levels of physical activity have significant health benefits. Stranmillis University College will aim to promote a sustainable culture of participation in and enjoyment of physical activity by:

- promoting the associated health benefits of physical activity;
- providing opportunities for all students to participate, compete, spectate and volunteer in a range of structured and unstructured physical activities on and off campus;
- consulting students in the planning, delivery and evaluation of those opportunities;
- developing an accessible physical and social environment (indoor and outdoor) which is conducive to participation in and enjoyment of physical activity;
- recognising achievements and celebrating success in physical activity; and
- monitoring participation levels and evaluating programmes.

### **3.5. Theme Five: Learning Support**

#### **3.5.1. Student Support and Engagement**

When students are supported throughout their learning experience they are more likely to succeed in their studies. Student engagement is also fundamental and central to student success. Effective student engagement helps to create learning that is active, collaborative and fosters learning relationships and a culture that is welcoming to students from diverse backgrounds. Students' Union involvement, and the need to work in partnership with the Student Representative Council, is considered to be of fundamental importance to the aim to secure active student engagement.

#### **3.5.2. Supporting Development**

Providing support for students' academic development is integral to their overall success and achievement and this will be undertaken principally by:

- encouraging students to study to the best of their ability and support them in their efforts to meet learning outcomes and manage workloads effectively;
- considering, and if appropriate, providing reasonable adjustments to workloads and timeframes that students may be entitled to;
- providing academic guidance to enable students to make well-informed decisions about their study patterns and future progression into work and/or advanced study; and
- ensuring that those students who are experiencing difficulties are supported to address their difficulties as early as possible.

#### **3.5.3. Preparedness and Readiness to Study**

Fostering an ethos of preparedness and readiness to study is paramount at Stranmillis University College and is promoted in the following ways:

- A vibrant and fit for purpose induction programme which is revised on a regular basis;
- A student mentoring programme to support students as they make the transition from school to university;
- A well-maintained online learning platform (Queens Online) designed to provide educators, administrators and most of all learners with a single robust, secure and integrated system to create a personalised learning environment;
- Access to a named member of staff for general academic advice, within a wider network of support;
- Access to specialist advisors as needed to support academic learning; and

- A collaborative service where academic staff and central support services work together to ensure a consistent and fair approach where the best interests of students are fully considered and provided for.

### **3.6. Theme Six: Spiritual Wellbeing**

#### **3.6.1. Spiritual**

The University College is committed to promoting students' spiritual wellbeing by:

- ensuring Multi-Faith/Inter-Denominational Provision through the University College Chaplaincy Service;
- providing advice and support to international students which sensitively considers their spiritual and cultural needs and expectations;
- providing opportunities for students to practice their religious faith and expand their understanding of other beliefs; and
- offering students opportunities to engage in volunteering and charitable activities both nationally and internationally.

#### **3.6.2. Personal Growth**

At Stranmillis University College students' personal growth is deemed to be of key importance, to ensure that they achieve their full potential. To enable them to do so, the University College aims to:

- provide an all-round experience where all students' self-worth and self-esteem are promoted, irrespective of their choice of programme;
- promote and support opportunities for the personal growth of students through self-knowledge, self-directed learning and the development of life skills both in-house and through extra-curricular opportunities;
- celebrate and promote students' successes (both academic and non-academic) across the entire university college;
- provide a student learning support service that assists students with particular needs and offers broad-based learning support; and
- promote diverse opportunities for development of extra-curricular skills, responsibilities and personal growth through widening-participation events, study visits and overseas fieldwork.

### **3.7. Theme Seven: Supporting Staff to Support Students**

In Stranmillis University College we recognise that all staff, both academic and support staff, all contribute to the student's health and wellbeing on campus. A range of staff may potentially be supporting students experiencing a personal, emotional or mental wellbeing crisis. The University College recognises that it can be stressful for staff to interact with someone in distress and may result in staff not only feeling unsure about how to respond but also feeling responsible, helpless, fearful, frustrated or angry. The University College therefore recognises the need to provide support and training for all staff that support students.

It is widely recognised that some staff have a key role to play (i.e. Advisors of Study, Student Support Staff, Hall and Accommodation staff) and support and training will be prioritised for these staff in the first instance, but it the long term strategy within the College to train all staff to maximise the support available for students on campus.

The University College also recognises the impact of supporting students in crisis can have on staff and by responding appropriately the University College will ensure it meets its commitments to staff wellbeing, making the University College a genuinely supportive and positive environment for all.

All staff will therefore be made aware of the policy, provision and support available to all students around the Health and Wellbeing Strategy. Specific tailored training on (areas of strategy i.e. Mental Health) will be rolled out across the college.

## **4. Key Targets and Action Plan (2015 – 2017)**

In implementing this strategy, over the period 2015-17, we plan to:

- undertake a baseline audit of student Health and Wellbeing activity within the University College in an attempt to ensure that:
  - our efforts are correctly focussed;
  - valuable sources are most effectively employed;
  - students needs are met in the most effective and cost efficient manner; and
  - students are enabled to achieve their full potential
- hold a minimum of two wellbeing initiatives or campaigns per annum aimed at raising awareness of health issues and promoting healthy lifestyles;
- promote and encourage student participation in physical activity;
- develop, support and encourage pro-active student engagement;
- utilise staff expertise to promote key health and wellbeing messages to our students;
- provide effective support networks to enable students to achieve;

- work with all members of, and areas within, the College community to promote health and wellbeing;
- ensure that Health and Wellbeing Issues encountered by different student groups (full and part time) are addressed in an appropriate manner, either within the University College or by signposting to other external experts; and
- provide a series of on-going, relevant and focussed Health and Wellbeing activities.

**An Action Plan for implementation of this Strategy will be developed as an integral part of the College's Operational Plan.**