

CURRICULUM AND QUALITY COMMITTEE REPORT

Subject: Mental Health Strategy	Purpose: For Approval <input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/>
Prepared by: Clare Nairn	Date: 14 May 2019
Purpose: To present the draft Mental Health Strategy for approval	
Linked to Strategic Goal 2: Deliver successful outcomes for all our learners.	
Executive Summary: <p>The draft Mental Health and Well Being Strategy is attached for approval.</p> <p>As part of the SFC outcome guidance there is a requirement for all Colleges to develop and publish a mental health strategy.</p> <p>Attached is our draft strategy and action plan. This is a whole College approach covering everyone within the organisation and the basis to develop varying opportunities,, interventions and information to support a mentally flourishing organisation.</p>	
Recommendation: That the Board approve the Mental Health and Well Being Strategy	
Previous Committee Approvals: SLT	
For publication <input checked="" type="checkbox"/>	For publication with redactions <input type="checkbox"/> Not for publication <input type="checkbox"/>

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Mental Health and Wellbeing Strategy



Contents

Introduction	Page 3
Key themes	Page 4
Action Plan	Page 5

Introduction

The College's vision is to be a college in which all learners succeed and which inspires growth, creates opportunities, raises aspiration and enhances lives. Our core values for our learners, our staff, our partners and our communities is to be:

- Inspiring
- Collaborative
- Innovative
- Supportive
- Excellent

In achieving an environment where everyone can flourish, good mental health is essential as it is at the core of our ability as to think, emote, interact with each other, earn a living and enjoy life.

At Borders College, we recognise that to develop our students' confidence, wellbeing, and skills for learning, work and life we need an approach that supports the whole individual throughout the learner journey. We believe this is best achieved by working collaboratively across our partners and beyond with our Student's Association, the NUS, Schools, Local Authorities, Employers, Universities and third sector organisations to develop appropriate support arrangements and opportunities for our students and staff.

Recently, public discussion about student mental health and wellbeing and the growing concerns from our staff about the increase and impact of mental health issues at the College, has led the College to conclude the need for a whole college approach to meet the needs of students and the staff who

teach and support students.

The Borders College Mental Health Strategy has a number of key themes

aimed at ensuring a whole college and multi-agency approach. A cross college working group who will meet to agree and implement actions throughout the academic year will take these themes forward, and it is anticipated that the action plan will continue to evolve as we work with our Students' Association to implement their Student Mental Health Agreement in 2018/19 and beyond.

Our Key Themes

1. **Early identification and intervention** for students or staff who disclose a mental health issue or are referred for support.
2. **Challenging the stigma of mental health issues** and developing shared understanding around mental health.
3. **Development of a range of practical support** that is easy to access and responsive to the needs of our students and staff.
4. **Development of CPD, materials, resources and approaches** to support an inclusive college.
5. **Personal and Social Development and Promotion of** good mental health and wellbeing across the College.
6. **Work in partnership to create a multi-agency approach** in supporting individuals.

Mental Health Action Plan

Theme 1:

Early identification and intervention for students or staff who disclose a mental health issue or are referred for support.

Actions	Who	Measures of Success	Progress Reporting
1.1 Continue to encourage and support all individuals to disclose any mental health issues at application or enrolment.	Wellbeing Advisors Interview Panels Course Tutors Enrolment Staff HR	Increased number of disclosures. (KPI's on retention and success)	
1.2 Include students who disclose a mental health issue as a priority group for learning support and development of a PLSP plan.	Learning Support staff Course Tutors Achievement Coaches	Increased number of LS interviews and partnership working with Schools Procedure developed to support early assessment for those who have disclosed	
1.3 Encourage and support students disclosing a mental health issue to involve teaching and support staff in the discussion of potential trigger points and coping strategies for the year.	Wellbeing Advisors Course Tutors Achievement Coaches	KPI's on retention and success	
1.4 Ensure all individuals provide the details of their next of kin on the enrolment form to ensure that speedy contact can be made in an emergency. (e.g. admission to	Enrolment Staff and HR	100% collection of data received	

hospital)			
1.5 Good mental health can be maintained through preparation to start college; having an understanding of what to expect and how to develop good and supportive relationships to enable this through our induction processes	Student Services Team Course Tutors Achievement Coaches Students Association	Development of a range of activities to support induction KPI's on retention, achievement and success	
1.6 Ensure appropriate referral processes are maintained and that staff are fully aware of the process through awareness raising sessions and information	Student Services Team HR	Student feedback survey and complaints procedures and student engagement forums Awareness sessions available during staff development days	
Theme 2: Challenging the stigma of mental health issues and developing shared understanding around mental health.			
Actions	Who	Measures of Success	Progress Reporting
2.1 Develop events and initiatives to promote awareness of a range of mental health issues and available support	Student Association HR Student SupportTeam	Number of events taking place Student Focus Groups National Initiatives	
2.2 Develop learning materials to support a whole college approach to supporting good mental health and	All teaching staff	IV processes Student Feedback	

embedding understanding within structured programmes			
Theme 3: Development of a range of practical support that is easy to access and responsive to the needs of our students and staff.			
Actions	Who	Measures of Success	Progress Reporting
3.1 Continue to offer mental health first aid and ensure robust signposting to appropriate external support taking cognisance of availability of professional services	Wellbeing Advisors Achievement Coaches HR Students Association	Service usage statistics	
3.2 Improve access to a range of self-help materials, books, on line resources and guidance.	Student Services Team Library Students Association HR	Wellbeing Hub Focus Groups	
3.3 Work in partnership with appropriate agencies to develop information, drop in and relevant participation opportunities/support groups	Students Association Student Services Team HR	Schedule of events User groups	
Theme 4: Development of CPD, materials, resources and approaches to support an inclusive college.			
Actions	Who	Measures of Success	Progress Reporting
4.1 Invest in an on-line method of increasing	HR	Completion rates Mindset training	

knowledge and understanding among all staff of mental health			
4.2 Monitor attendance of at risk students and staff to ensure appropriate support mechanisms and resources are implemented quickly	Achievement Coaches Wellbeing Advisors Course Tutors HR	Improved attendance/withdrawal rates	
4.3 Support the Students Association to develop, implement and maintain our Student Mental Health Agreement	All	Student Mental Health Agreement approved and supported Student Feedback Improved KPI's Student Association Impact report	
4.4 Review College Policies, procedures and practices to ensure these consider the impact on individuals and support wellbeing	Policy Authors	Impact assessments Equalities Committee reports	
Theme 5: Personal and Social Development and Promotion of good mental health and wellbeing across the College.			
Actions	Who	Measures of Success	Progress Reporting
5.1 Raise awareness, through events and campaigns, of related issues that may affect mental wellbeing, such as sexual health, alcohol/substance misuse, finance and debt. There may be other areas which are relevant to specific groups or themes in the College	Students Association Student Services Team HR	Event Attendance rates Student Focus Groups Referral rates Practitioner Attendance Awareness/Training sessions available at staff development days	

i.e. gender based violence, cyber bullying, LGBTQ, social exclusion and those that are care experienced.			
5.2 Develop a range of events that promote good mental health , self-help and resilience (e.g. World Mental Health Day and You Matter, Yoga, Mindfulness)	Students Association Student Services Team HR	Attendance at events Feedback Student Association Impact report Healthy Body Healthy Mind outcomes Selection of information, advice and guidance options throughout College	
5.3 Continue to offer and develop learning support for students in study skills and exam strategies to minimise impact on mental health	Learning Support Team	Programme of support opportunities developed Attendance at specific support events and sessions KPI's	
Theme 6: Work in partnership to create a multi-agency approach in supporting individuals.			
Actions	Who	Measures of Success	Progress Reporting
6.1 Continue to work in partnerships with a range of local networks to build our support capacity within the College.	Student Services Team Students Association HR Assistant Principals Curriculum Learning Managers	Establish a local practitioner forum to provide a platform for discussion and collaboration External agencies using College to facilitate interventions and support Student Feedback Student Association Impact Report	

Responsibilities

Promoting and supporting good mental health is not a task that can be delegated solely to an individual or team. It requires everyone within the organisation to support our commitment to a whole college approach to meet the needs of students and the staff who teach and support them.

Monitoring and Review

This plan will be monitored and updated by the Equality and Inclusion Committee