

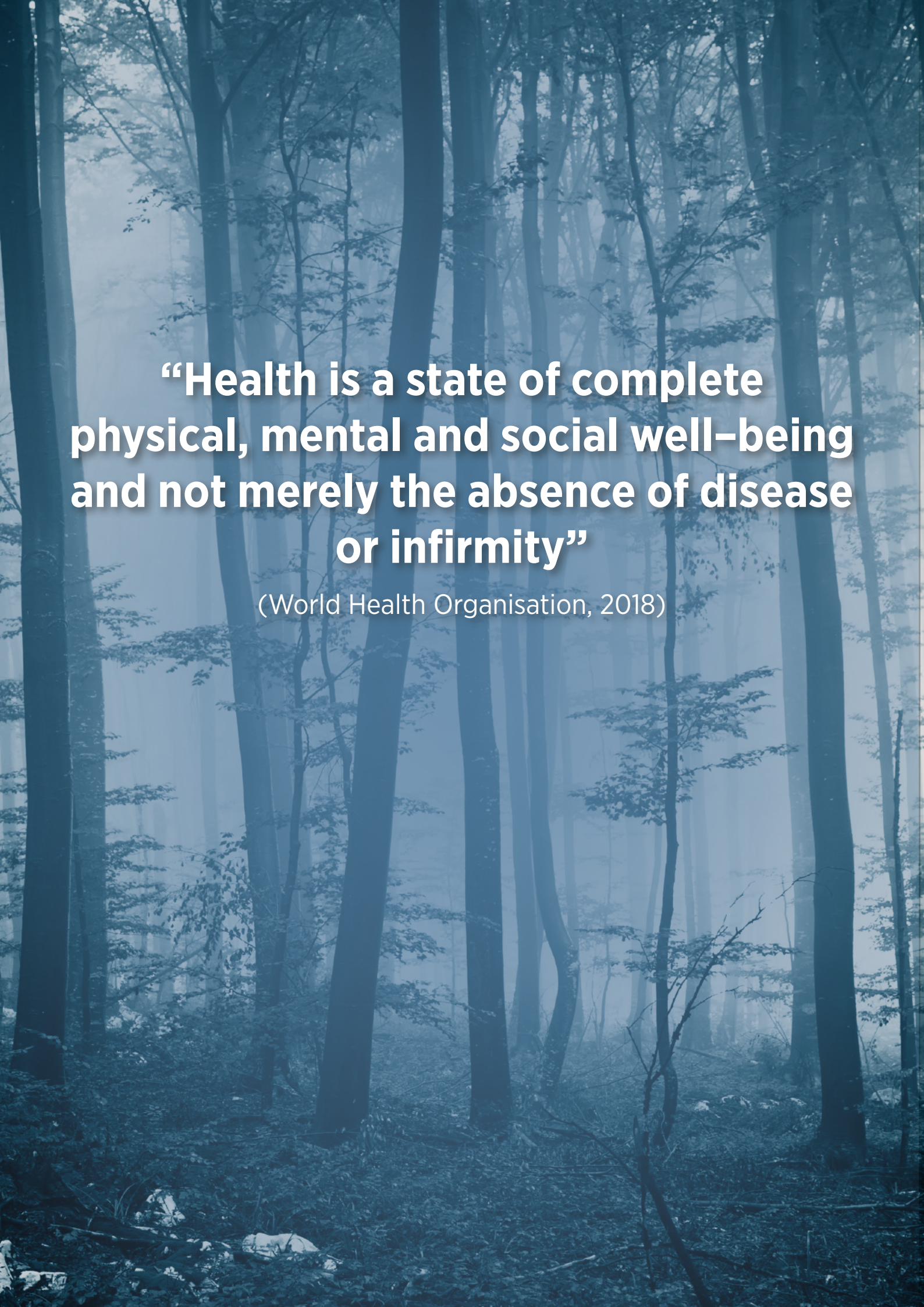


# **BRUNEL MENTAL HEALTH AND WELL-BEING STRATEGY FOR STUDENTS 2019-20**



**Brunel**  
University  
London





**“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”**

(World Health Organisation, 2018)

## **Brunel Mental Health and Well-being Strategy for Students**

Brunel University London is committed to delivering a whole-university approach to mental health and well-being. Good mental health and well-being is essential to students’ academic success, their engagement with a positive student experience and for the career of their choice upon graduation.

The Brunel 2030 Vision states “we will celebrate diversity and further strengthen our culture of mutual respect and equality of opportunity, placing the health and welfare of individuals at the heart of our ethos”.

### **Aims**

The University aims to provide an environment that promotes healthy lifestyle choices in tandem with services to support individuals and groups experiencing periods of ill health. Brunel will provide a community which is:

- Committed
- Knowledgeable
- Caring
- Supportive
- Healthy
- Resourceful

Brunel will continue to improve all provisions in relation to providing a whole university approach to mental health and well-being by prioritising the aims listed below and by regularly reviewing the progress of this work. An action plan to guide this work will be continuously monitored with regular reporting to

the Student Experience and Welfare Committee which is co-chaired by the Vice-Provost (Students, Staff & Civic Engagement) and the President of the Union of Brunel Students.

### **Committed Community**

Brunel University London is committed to respond to the Universities UK Step Change Framework (2017), and is aware of its obligations under the UK Equality legislation to provide sufficient opportunity, resource and strategic guidance to embed positive mental health and well-being awareness, messages and interventions into all areas of University life.

We are committed to creating an inclusive and supportive learning community for students as well as a supportive and progressive working environment for all employees by promoting good mental health and well-being and enabling everyone to achieve their full potential either in their studies or their work. We recognise the diverse needs of our community and that stigma and discrimination can lead to particular mental health and well-being challenges for some of these individuals. We therefore aim to develop an inclusive approach that builds positive well-being in all individuals regardless of their personal circumstances. Brunel aims to build a community that sees positive mental health embedded in University life and promotes diversity and equality of opportunity for all.



We aim to promote a community with all members committing to others, where everyone sees mental health and well-being as a joint responsibility.

We aim to involve other like-minded institutions to partner with us in our aims, including our BPACHS (Brunel Partners Academic Centre for Health Sciences) partners, The Hillingdon Hospitals NHS Foundation Trust and Central and North West London Foundation Trust.

We intend to promote a community with all members committing to others, where everyone sees mental health and well-being as a joint responsibility.

## Knowledgeable Community

Providing appropriate information and education to our employees and students, will enable a knowledgeable community to function and respond appropriately to all aspects of mental health and well-being. We will endeavour to provide accurate information to employees and students throughout their entire journey at Brunel.

### We already:

- Promote well-being messages from early contact with prospective students through our publications, Open and Applicant days as well as through our outreach work
- Provide a variety of activities to support transition into Brunel
- Have a suite of mental health training available ranging from short online modules to multiple day nationally recognised qualifications

- Run a wide variety of well-being campaigns throughout the year in line with national campaigns and local events
- Provide easy referral routes for anyone to report a concern about an individual
- Prioritise support for survivors of sexual violence and continue to develop our work in this area
- Create opportunities for colleagues to share experiences and best practice on how to support our students and each other

### We aim to:

- Include positive mental health and well-being messages in our marketing literature and online space
- Define which roles should receive compulsory mental health training
- Ensure that training offered is meeting requirements and demand
- Make it easier to identify who has received mental health training
- Improve the information provided on the back of ID cards for ease of access

## Caring Community

Providing a community that cares about its members means including mental health and well-being awareness into all aspects of the University. By considering the impact of all strategic decisions and policy changes, we will create a community that considers potential harm that may be caused and moves toward removing negative barriers before they cause any significant problems.

### We already:

- Have a Mental Health and Well-being Strategy for Employees

- Run Tutoring@Brunel to embed pastoral support into the academic provision
- Employ highly skilled Security staff who can respond to all incidents all year round
- Have a holistic approach to individual cases of well-being
- Are a founding member of ProtectED – a code of practice scheme for Security and Student Well-being in Universities

### We aim to:

- Measure the well-being levels of our community to better understand our areas of weakness
- Update relevant university policies to ensure that they do not negatively impact on the well-being of our community
- Introduce well-being impact assessments into the university committee structure to ensure that all proposals have had due consideration to any well-being impact
- Add well-being and mental health as a standard item on meetings at all levels throughout the university
- Improve the respect and dignity shown to all members of our community by others to eliminate discrimination by introducing a university wide bystander initiative
- Join together our Mental Health and Well-being Strategies, which are currently separated for students and employees, to ensure that our whole university approach is coordinated
- Review our communications so that information provided to members of our community is given in an easy to read and understand format

## Supportive Community

Brunel University London has a long and successful history of providing responsive and appropriate student support services through a variety of teams and services. Building on this foundation will develop a community where all of its members provide support to each other.

### We already:

- Provide a variety of support services to our students to respond to their individual needs
- Have links and referral routes with external and additional services available in the local community, including specialist organisations
- Facilitate peer support groups and schemes
- Deliver a range of programmes to assist students with their transition to Brunel and to the UK; e.g. International Orientation, Headstart, Mind the Gap
- Have a Suicide Safer plan to support prevention, intervention and postvention
- Provide a safe space for students that may need it through our permanent Sensory Room
- Invest in research projects to analyse the support offered to our community members

### We aim to:

- Develop more comprehensive out of hours guidance for employees
- Provide tailored and specific support for our Doctoral Researchers

- Remove barriers to disability disclosure to encourage more students to access support which they may need
- Inspire our community by sharing stories from our student body
- Launch a Sexual Violence Policy to be transparent about our commitment to supporting survivors and eliminating inappropriate behaviour on campus

## Healthy Community

Building a healthy community which empowers healthy choices will enable our community to work towards a state of complete physical, mental and social well-being.

### We already:

- Are developing the resources available to empower our community to develop life skills and resources to enable self-care
- Embed healthy lifestyle messages into all Welcome Week information
- Provide free access to physical activities on campus
- Ensure free drinking water is available at all times
- Provide extra-curricular activities through Brunel Arts
- Facilitate sexual health provision through free access to contraception and sexual health testing on campus
- Work with the Union of Brunel Students to run campaigns and to improve services
- Are working to improve our outdoor spaces on campus and will continue to do so

### We aim to:

- Provide mental health and well-being messages within each learning environment
- Use technology to better promote healthy studying and lifestyle choices
- Embed well-being into Careers provision to prepare students for life at work
- Develop a mental health in sport project
- Develop our response to students using drugs, including smart drugs
- Introduce Olio, the food sharing app, to decrease waste and encourage food sharing
- Work with our catering providers, Chartwells, to address issues around food and well-being

## Resourceful Community

Brunel University London will provide suitable frameworks and guidance to respond in times of crisis. Strengthening our internal and external referral pathways will provide for a more consistent and supportive response to any individual. Providing a resourceful response to situations where ill health is interrupting healthy academic progression, student experience and work-life balance.

### We already:

- Provide guidance for cases of Fitness to Study through Senate Regulation 11
- Provide guidance for crisis situations through the University Incident Management Plan
- Work with Public Health England in cases of transmittable diseases
- Are a Meningitis Aware University providing appropriate awareness and response to this illness

### We aim to:

- Implement post-trauma support for members of our community
- Redraft Senate Regulation 11: Fitness to Study to better support our students through periods of ill health
- Launch a new improved Anti Bullying and Harassment Policy for Students
- Introduce a new policy to support students with disabilities, long term health conditions, mental health concerns and learning difficulties

## Impact and evaluation

Implementation of this University wide strategy will be overseen by the Student Experience and Welfare Committee which will receive an annual report on the outputs and outcomes of the work committed here. A summary will be provided to Senate.

Development outputs from this strategy will be monitored by the Committee to ensure that they are completed in time and to budget. Any stipulated targets will be monitored here.

Impact of the strategy will be monitored by collecting data and feedback from students and employees to demonstrate improvements in the awareness and recognition of the impact of this work against attainment and retention.

The strategy will be reviewed annually to expand and further improve the strategic priorities in relation to mental health and well-being.

## Communication

This Mental Health and Well-being Strategy for Students will be available online externally to demonstrate Brunel's commitment to this work.

A comprehensive communications plan will be developed to ensure continuous, meaningful and appropriate messages are communicated about this work to all members of our community.

## Continuous development

All members of Brunel are encouraged to engage with this strategy and to suggest areas for expansion and development. All comments and suggestions should be made to the Deputy Director Academic and Student Services.





## **Brunel Mental Health and Well-being Strategy for Students**

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