

CANTERBURY CHRIST CHURCH UNIVERSITY MENTAL HEALTH AND WELLBEING FRAMEWORK

Our ambition is to develop a holistic, whole university approach to mental health, which enables all students and staff to thrive and realise their potential in a mentally healthy environment.

AS A COMMUNITY WE HAVE FOUR STRATEGIC AIMS TO SUPPORT THIS AMBITION:

1

To create a mentally healthy environment: a compassionate, empowering, cohesive and inclusive community where every member is valued, and where those who experience mental health problems encounter no prejudice or discrimination.

2

To develop a healthy learning environment which allows both students and staff to thrive and realise their potential.

3

To enhance the institutional and campus climate to promote positive mental health, including in social, physical and digital environments.

4

To provide excellent support to students and staff experiencing mental health difficulties, in effective partnership with other service providers.

BUILDING ON OUR VALUES AS A FRIENDLY AND SUPPORTIVE UNIVERSITY

CHRIST CHURCH
STUDENTS'
UNION



Canterbury
Christ Church
University

Building on the Universities UK's #Stepchange Approach (UUK, 2018), Christ Church has implemented a 'whole university approach' considering four interrelated and interacting elements:

COMMUNITY

Strategic aim:

To create a mentally healthy environment: a compassionate, empowering, cohesive and inclusive community where every member is valued, and where those who experience mental health difficulties encounter no prejudice or discrimination.

We will:

- Ensure that mental health and wellbeing are embedded in strategic planning and organisational change initiatives
- Ensure suicide prevention remains an institutional priority, and that initiatives to reduce risk are supported at all levels of the University
- Promote a sense of belonging and community for all, encouraging active social networks and interaction
- Work with student and staff communities, encouraging co-design and co-production of initiatives and services, and identifying and celebrating examples of good practice in community building and pastoral support
- Ensure student and staff communities are consulted and represented in delivering the Framework, and are able to contribute wherever possible
- Strengthen partnership and collaborative working across the student, academic and professional services communities to promote good mental health
- Ensure that systems and processes support healthy learning, living and work environments
- Assist leaders to effectively support their staff, including in the management of change
- Equip leaders to deliver effective, consistent and transparent workload planning
- Empower individuals to work in a way that accords with their and the University's values and supports the management of the demands made on them and their time
- Ensure individuals have uninterrupted time to replenish themselves away from university responsibilities
- Equip leaders to address concerns around workload pressures and the development of a healthy and sustainable work environment
- Raise awareness across the community of mental health and wellbeing and what supports it, as well as of mental health difficulties
- Encourage open discussion of mental health to reduce prejudice and discrimination
- Encourage and support the development of personal resourcefulness and coping skills
- Build community capacity within the University to respond to early indications of concern
- Support those assisting their peers who may be experiencing mental health difficulties, recognising the need for confidentiality

LIVING

Strategic aim:

To enhance the institutional and campus climate to promote positive mental health, including in social, physical and digital environments.

We will:

- Recognise that our community is diverse and consider, amongst others, the needs of those who commute and of those from other countries and cultures
- Provide positive leadership in creating a university culture which is inclusive and non-judgemental
- Demonstrate zero-tolerance to bullying and harassment, challenging prejudice
- Embed mental health considerations in the design and resourcing of living spaces on campus and in residences
- Support the development of built environments which promote integration, interaction and a sense of belonging and community
- Ensure leisure, social and cultural environments are provided which support good mental health
- Offer an increasing range of sport and recreation facilities, activities and volunteering opportunities.
- Review digital environment and social media policies in relation to their effects on mental health
- Promote healthy behaviours especially regarding drugs, alcohol, sleep, physical activity and nutrition
- Ensure individuals know where to access appropriate support 24 hours a day

LEARNING

Strategic aim:

To develop a healthy learning and working environment which allows both students and staff to thrive and realise their potential.

We will:

- Routinely consider the impact of all University policies and procedures on mental health
- Strengthen the development of learning communities
- Explore how teaching and learning practice can be further developed to support good mental health and ongoing engagement and interaction
- Ensure that inclusive curriculum design and the flexible delivery of programmes meets the needs of diverse students, including manageable workloads
- Ensure that the personal academic tutors role is effective in supporting students' good mental health
- Provide training and personal development opportunities for students and staff around mental health
- Allocate time and resources for staff to support student mental health
- Align learning analytics and data to student mental health, to address risks and target support
- Provide particular support for transitions into and out of university life which can be risk periods for the development of mental health problems

SUPPORT

Strategic aim:

To provide excellent support to students and staff experiencing mental health difficulties, in effective partnership with other service providers.

We will:

- Support individuals experiencing mental health difficulties to seek appropriate assessment and help, especially those who are less likely to seek help when they need it, such as postgraduates and those from cultures or backgrounds where there is more stigma around mental ill-health
- Deliver accessible mental health services, which are evidence based and built on feedback and co-design
- Further develop strategic links with NHS and local authorities, to ensure accessible and integrated support, including in emergencies
- Systematically use data, research evidence, and student feedback to evaluate the effectiveness of delivery, and to use these to improve provision of and access to services, internally and externally
- Promote awareness of mental health and the availability of services, internally and externally
- Ensure key staff know how to support and refer on those who experience mental health difficulties

The Mental Health and Wellbeing Framework has been developed in partnership, and draws on findings from student and staff engagement events and consultations, and feedback from student and staff surveys.

As a University community, we will continue to recognise and draw on the expertise about mental health that exists within the University – expertise derived from lived experience as well as from scholarship.

To maintain this collaboration and to ensure joint ownership of the Framework and collective responsibility for its implementation, the principles of co-design and co-production will guide the implementation and regular reviews of the Framework.

Join
our
conversation

[www.canterbury.ac.uk/
mentalhealthframework](http://www.canterbury.ac.uk/mentalhealthframework)

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