

EDC14D013

Title: Time to Change – Draft Mental Health Action Plan
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Issue

The University is keen to join the Union of UEA Students in signing up to the Time to Change Pledge. This paper provides the first, proposed action plan, devised by a working group meeting in mid December 2014.

Recommendation

At this stage, the paper is for information only.

Resource Implications

There will be tasks, as outlined in the plan, which will need to be actioned, monitored and progress reported. This should be manageable within existing resources.

Risk Implications

This work aims to improve the work and study experience at UEA and recognises mental health as an area key to the well-being of both staff and students. Achieving against an explicit action plan helps us evidence what progress we are making and encourages the involvement of a wide range of people, in turn helping to break previous stigmas.

Equality and Diversity

[A brief statement setting out how equality and diversity has been taken into account in reaching these recommendations. This section should set out how any impact of the proposals on groups with protected characteristics has been considered and, where adverse impact has been found, it should describe the steps that have been taken/will be taken to mitigate that impact. The Equality and Diversity Manager will provide further guidelines for the completion of this section in due course.]

Timing of decisions

A date is still to be set for the alignment of the proposed Action Plan with signing the national pledge. The Committee will be advised of progress in this area.

Further Information

This initiative was first brought to the Committee in November 2014 (EDC14D004)

Further information about the national initiative can be found via this link:
http://www.time-to-change.org.uk/?gclid=CJ77ke2f_cMCFcfMtAodyFgApQ

Background

The Union of UEA Students committed to the Time to Change Pledge in May 2014.

After signing the pledge in May 2014, the Union of UEA Students has been energetically supporting this initiative and feels a matching commitment from the University would help promote activity and raise awareness around this important issue across campus for both students and staff. The University's student statistics reveal this has been an increasingly self-declared area within disability in recent years (225 students/1.4% in 2014).

Staff will also be affected by a range of mental health issues and may also be more reluctant to declare this or to seek help in the workplace. Although the plan is mainly student focus the events planned would be helpful to staff in managing their well being as well as understanding the support available and how to access it.

UEA Action Plan for Time to Change – Mental Health Initiative - Draft

A. Internal communications

- A1 Promote mental and physical wellbeing campaigns in partnership with the Sportspark
- A2 Promote the various yoga, meditation and mindfulness groups in the Sainsbury's Centre, Sportspark and Staff Association etc.
- A3 Investigate the pattern of take up of mental health services to inform targeting of particular proactive measures
- A4 Target proactive support and promotion at areas with disproportionate numbers of students with difficulties

B. Promotion of local mental health services

- B1 Jointly scope the range of local support services available (DOS)
- B2 UEA (DOS) and SU to liaise on joint signposting of local mental health support services, including services aimed at minority groups (e.g. Black Mental Health UK)

C. Training for staff

- C1 Ensure through the review of the advising system that academic staff are aware of training on mental health and the training is actively promoted to academic advisers
- C2 Maintain the high-quality staff training in mental health matters

D. Events promoting well-being

- D1 Run an annual programme of well-being awareness events in partnership between DOS and the Students Union (Stephan Messenger in DOS, and Louise in the SU).
- D2 UEA to promote Living Library events
- D3 Develop an approach for encouraging awareness of, and access to, mental health services among international students (DOS with the SU International Officer)
- D4 UEA to produce a press release to coincide with Time to Change day (5th February 2015) to launch the UEA action plan