Ayrshire College

PROMOTING WELLBEING

Action Plan 2021-2024

Ayrshire College – Promoting Wellbeing Action Plan 2021-2024

Introduction

The Promoting Wellbeing Group was established to promote the positive wellbeing of staff and students at Ayrshire College by providing leadership on the development, implementation and review of the College's Promoting Wellbeing Action Plan. Ayrshire College's Promoting Wellbeing Action Plan 2021-24 builds on the progress made throughout the reporting period 2018-21. The Action Plan outlines the College's ongoing commitment to supporting the positive wellbeing of all students and staff. The Action Plan represents a whole-college approach, recognising that promoting positive wellbeing and tackling stigma around mental health is the responsibility of us all.

The increasingly known impact of mental health and wellbeing on individual experience requires a proactive, ambitious but achievable response. The Promoting Wellbeing Group believes this action plan will deliver these aims for the College community. It provides clear, focused actions and seeks to support the College to deliver fully on its vision, mission and strategic goals.

The aims outlined in the Promoting Wellbeing Action Plan reflect the College's key strategic objectives, which are detailed in the Statement of Ambition 2030, the Refresh and Renew Plan 2021-24 and the Equality Outcomes 2021-25.

The College has a positive and productive relationship with NHS Ayrshire and Arran and it was felt important to use their Mental Health and Wellbeing Strategy 2015-27 and associated Action Plans as a guide to developing the College's Promoting Wellbeing Action Plan 2021-24. In particular, the Promoting Wellbeing Group used two of the six identified areas considered necessary for positive mental health and wellbeing as a framework.

Outcome 1: Promote positive wellbeing within the College

Outcome 2: Develop and sustain resources within the College

Outcome 3: Work with internal and external partners to support student and staff recovery from the Covid-19 pandemic

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
1	Develop and promote activities and resources including the Wellbeing Hub, workshops and monthly wellbeing updates to raise awareness of mental health and wellbeing amongst all students, with a particular focus on male students and priority groups.	MHLO MH Champions SS Advisors	June 2024	Students report an increased awareness of mental health and wellbeing resources and activities to support wellbeing. An increased number of students access online resources. The number of male students accessing resources and support for mental health is increased. Improved KPIs	1	SO1, SO6
2	Conduct annual wellbeing survey for students	Promoting Wellbeing Group (PWG)	June 2023	College has a clearer understanding of factors affecting student wellbeing. College is able to measure the impact of the Promoting Wellbeing Action Plan from a student perspective.	1	SO1, SO6
3	Promote staff benefits, initiatives, local events and encourage staff to use self-help resources including the College's Employee Assistance Programme to support wellbeing through email updates, the Wellbeing	HSW Team	June 2024	An increased number of staff members engage with initiatives and self-help resources.	1, 2	SO6

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
	App and the Stay Connected newsletter					
4	Plan and deliver an annual staff wellbeing event.	HSW Team	June 2024	All staff members who participate report improved positive wellbeing.	1	SO6
5	Explore the opportunity to embed wellbeing funding within team budgets and support staff teams to make use of allocated budgets to plan and deliver team wellbeing activities.	HSW Team PWG	June 2024	Teams report greater ownership of wellbeing activities and improved staff wellbeing.	1	SO6
6	Plan, deliver and evaluate at least three College wide promotional campaigns throughout the academic session.	PWG	June 2024	Increased staff and student awareness of strategies to support wellbeing. Increased levels of engagement and participation in campaigns. Reduced stigma in relation to mental health.	1	SO1, SO6
7	Identify and develop new ways of celebrating staff achievements and success.	Marketing PWG Head of HR Services	June 2024	Staff report positive impact of celebrating success events and activities.	1	SO2
8	Identify suitable contemplation and wellbeing spaces on each campus for staff and students.	PWG	Sep 2022	Students and staff have access to a quiet space to support their wellbeing. Students and staff have an appropriate space for prayer and reflection. Feedback from students and staff who use the facilities is positive.	1	SO1, SO6

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
9	Ensure information about wellbeing support and resources is included in College Welcome Campaign and Student and Staff Inductions.	Marketing Head of Student Experience Head of HR Services	June 2024	Students and staff have an understanding of the support available to them at College.	1	SO1, SO6
10	Recruit three Mental Health Champions to support student wellbeing by working collaboratively with curriculum teams to embed wellbeing resources and activities within the curriculum.	Head of Student Experience MH Champions	January 2022	Mental health and wellbeing is embedded within course programmes. Staff have a greater understanding of strategies to support wellbeing and increased confidence in supporting student wellbeing.	2	SO6, SO1
11	Develop and implement a Student Wellbeing Ambassador model in partnership with the Student Association.	MH Champions Student Association	Sept 2022	Students have access to peer support in relation to wellbeing. Students are involved in shaping and developing services to support wellbeing	2	SO1, SO2, SO6
12	Continue to encourage staff teams to make use of additional mental health funding.	Head of Schools, Engagement and Widening Access	Ongoing to June 2023	Mental health and wellbeing activities are embedded across all areas of the College. All staff have an opportunity to contribute to the development and delivery of a sustainable wellbeing model.	2	SO1, SO6
13	Continue to identify and promote key mental health and wellbeing e-learning resources for staff including the Resilience Toolkit,	PWG	June 2024	Staff have an increased understanding of mental health issues. Managers are able to more effectively support staff members in relation to their mental health and wellbeing.	2	SO6

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
	Understanding Mental Health Issues in FE Students and the NHS Mentally Healthy Workplace course for managers.					
14	Continue to build the capacity of staff and students to promote good mental health and wellbeing by delivering a programme of student workshops and at least three Mental Health Improvement: A Practical Approach training sessions per year.	MHLO	June 2024	Staff and students are equipped with a better knowledge and understanding of strategies to support positive mental health and wellbeing.	2	SO1, SO6
15	Develop and deliver a model of Health and Wellbeing Coaching for staff and a wellbeing check for managers to better support and understand staff wellbeing concerns.	Head of HSW Head of HR Services	Sept 2022	Managers are equipped to more effectively support staff members in relation to their health and wellbeing.	2	SO2, SO6
16	Develop a mechanism for sharing best practice with regards to wellbeing	PWG	June 2024	Staff are more aware of how to make the most of resources. Staff are inspired to develop wellbeing resources.	2	SO1, SO6
17	Further develop and enhance the College's Student Counselling Service.	Head of Student Experience	June 2024	An increased number of students have access to an effective, high quality Counselling Service.	2	SO1, SO6

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
				Students report that Counselling had a positive impact on their student experience.		
18	Continue to take a pro-active approach in managing the impact of Covid-19 on students and staff.	Head of HSW PWG	June 2024	Staff and students feel safe and supported at the College in relation to Covid-19.	3	SO1, SO6
19	Continue to develop partnerships with the NHS, local Public Health and Health Improvement Teams, Local Authority and Third Sector services and other external organisations to identify opportunities and initiatives to support student and staff wellbeing.	PWG	June 2024	Staff and students are aware of community based services and resources to support mental health and wellbeing. Staff and students have access to a range benefits and initiatives to support wellbeing.	3	SO1, SO6
20	Continue to develop and implement the College's Hybrid Working Framework and flexible hybrid working pilot programme to support staff wellbeing and the delivery of a blended learning model.	Head of HSW Head of HR Services	June 2023	Staff have the opportunity to engage in the College's hybrid working model if appropriate. Staff report improved wellbeing as a result of the hybrid working model.	3	SO6
21	Identify opportunities to engage in local community volunteering and "giving back"	Curriculum Teams	June 2024	Students and staff have the opportunity to acquire additional skills and experiences.	3	SO1, SO6

	Key Action(s)	Responsible	Timescale	Impact	Outcome Reference	COEP Reference
	initiatives and support staff and students to participate in these.	Student Association		Participants report a positive impact from these experiences.		
22	Develop and implement strategies to support positive digital wellbeing for staff and students.	Digital Wellbeing Group	June 2023	Staff and students have a better understanding of how to look after their digital wellbeing.	3	SO1, SO5, SO6