



Mental Health and Wellbeing Strategy and Implementation Plan

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A. Overview

- i. Lead Institute of Higher Education ('LIHE' or the 'Institute') Mental Health and Wellbeing Strategy and Implementation Plan (the 'Plan') is an initiative to promote and incorporate mental health and wellbeing principles and practices into everyday life, from organisational culture to, teaching and learning and the physical campus environment. The Plan aspires for LIHE to be known as an Institute where staff and students can reach their potential within a safe and supportive culture .
- ii. Definitions

For definitions, please refer to the '*Dictionary of Terms*'.

B. Scope

This Plan applies to all staff, students and visitors at LIHE.

C. Policy Principles

LIHE will:

- i. Provide high-level leadership, policy and planning, systems and processes, that promote mental health and wellbeing.
- ii. Foster a supportive, inclusive, mental health-promoting learning environment, providing teaching, learning and extracurricular experiences that promote mental health and wellbeing.
- iii. Promote mental health literacy and supportive communication for staff and students.
- iv. Establish systems and processes for early identification of, and assistance for, staff and students who are at increased risk of developing mental health problems.
- v. Provide timely and effective crisis intervention including mental health first aid for staff and students at risk of mental health crisis.

D. Mental Health and Wellbeing Goals

Promotion

LIHE will:

- i. Promote greater awareness of mental health and wellbeing aiming to reduce the stigma associated with mental health.
- ii. Provide information resources to build the understanding and knowledge of mental health and wellbeing among students and staff.
- iii. Provide and support professional development opportunities for staff that focus on supporting students' mental health and wellbeing.
- iv. Allocate specific resources such as unit progression scheduling, counselling services and physical space allocation for staff and students.

Protection

LIHE will:

- i. Create and foster a culture of inclusiveness for all staff and students to increase a sense of belonging and connection to support mental well being.
- ii. Demonstrate a strategic commitment to integrating an inclusive environment for all staff, students and visitors.
- iii. Promote zero tolerance for discrimination against staff and students by embedding mental

- health principles and strategies within core policy documents.
- iv. Include education about mental health and strategies for enhancing staff and student mental health and wellbeing in the induction program for staff and student orientation.

Intervention

LIHE will:

- i. Ensure appropriate level of support for staff and students who are experiencing mental health challenges.
- ii. Adopt practices and create learning environments that increase the opportunities for staff and students to pursue their interests and goals, and which promote a sense of belonging, healthy relationships, autonomy and competence.
- iii. Provide staff and students with appropriate, accessible support services and refer externally where necessary.

E. Implementation Plan

Activities and Initiatives

- i. Recognise mental health literacy as an important element in supporting staff and students' mental health and wellbeing.
- ii. Design curriculum to ensure flexibility in course-load and progression pathways.
- iii. Develop assessment policies and practices that ensure students receive regular, informative feedback on their learning and progress.
- iv. Design learning experiences that enable students to work together to achieve common goals.
- v. Ensure curriculum mapping in light of diverse students' interests, capabilities and prior learning to ensure that learning is scaffolded and sequential.
- vi. Promote assessment design that affords students some flexibility in approach and meaningful opportunities to utilise strengths and explore emerging interests.
- vii. Provide professional development to academic staff in relation to teaching and learning practices that better support staff and students' wellbeing.
- viii. Enhance the physical environment to ensure access to appropriate spaces for private study, social interaction, and relaxation activities.
- ix. Ensure all staff and students are aware of policies that address discrimination, bullying and harassment and of complaint processes for redressing offensive, intimidating or discriminatory behaviour.
- x. Deliver regular campaigns to raise awareness of mental health and wellbeing and redress stigma associated with mental health difficulties.
- xi. Develop and regularly review online and print resources that promote mental health and wellbeing literacy among staff and students.
- xii. Provide opportunities within the formal curriculum for students to learn mental health promotion knowledge and skills – such as resilience, conflict resolution, emotional intelligence, mindfulness, and time and task management.
- xiii. Ensure diverse, visible and discreet staff and student services to support mental health, wellbeing and learning (eg counselling, academic skills, careers).
- xiv. Develop and regularly review strategies to ensure that staff and students access available services.

Version	Approved by	Approval Date
I	Governing Council	27 June 2022
Next Review	Custodian	Effective Date
Refer to the <i>Policy Documents Review Schedule</i>	Dean	27 June 2022
Related Documents	Dictionary of Terms Academic Freedom Policy Human Resource Management Policy Records Management Policy Delegation of Authority Policy Financial Management Policy Fraud Prevention Policy Sexual Assault and Sexual Harassment Policy	
References and Legislations	National Code of Practice for Providers of Education and Training to Overseas Students 2018 Higher Education Standards Framework (Threshold Standards) 2021	