

UNIVERSITY OF WARWICK WELLBEING STRATEGY 2020-2024





UNIVERSITY OF WARWICK WELLBEING STRATEGY


We want to create and maintain a safe and welcoming environment that respects and upholds the dignity of everyone, leading to a place where all can thrive.
Wellbeing is everyone's business.



VISION

Our vision is to fully embed the importance of wellbeing and mental health in a university wide approach, with clear and visible leadership, in order to:

- Create an environment that empowers students with the internal resources to become adaptable, independent and work-ready.
- Create an environment compatible with workforce wellbeing that results in personal and organisational benefits and success.
- Develop a community that shares responsibility for mental health, identifying difficulties early, to accelerate targeted, effective and timely interventions.
- Ensure that wellbeing permeates all aspects of university life to ensure our community can fully embrace and enjoy their work, academic and life journey.



STRATEGIC PRIORITIES

LEADERSHIP

To have a consistent and coordinated approach to wellbeing through effective leadership.

PREVENTION

To make a significant shift from reactive to prevention approaches to wellbeing.

EARLY INTERVENTION


To have a highly proficient community and support systems necessary to allow early intervention.

DATA

To gather reliable data about wellbeing at Warwick and combine with unique research expertise to inform a sector leading approach.

PARTNERSHIPS

To establish a seamless provision of care through effective collaborations with external partners.





STUDENT WELLBEING STRATEGY

LEADERSHIP

Promote a whole university approach to wellbeing and mental health, with visible leadership and commitment from across the University.

- Establish a Student Wellbeing Strategy Group (SWSG) to have oversight and responsibility for its implementation
- Develop a comprehensive communication plan that ensures wide engagement of stakeholders
- Collectively work towards and achieve the Mental Health Charter mark

PREVENTION

Take proactive measures to increase knowledge, skills and confidence in relation to wellbeing and mental health.

- Develop institutional strategies around key issues, e.g. Drugs, suicide-safer plan, safeguarding, Prevent Duty
- Develop provision that is responsive to the changing nature of the University and its demographic, is accessible and reaches every member of the community
- Develop a shared understanding of wellbeing at Warwick that delivers coherence and consistency of practice
- Embed wellbeing in the University governance process
- Sustain wellbeing in teaching and learning, recognising the impact positive wellbeing has on students learning and attainment
- Embed wellbeing in extracurricular activities, recognising the impact positive wellbeing has on students learning, attainment and student life.
- Ensure measures in place to enable positive transitions
- Encourage collective responsibility for individual and community wellbeing

EARLY INTERVENTION

Design systems and processes to enable interventions in a timely and proportionate way and develop appropriate referral pathways internally and externally

- Develop an effective student enquiry and case management system
- Develop effective triage to holistic wellbeing service
- Provide a robust CPD programme for all WSS staff to ensure knowledge and skills are up to date and relevant for a developing service
- Review, map and communicate all wellbeing referral pathways internally and externally
- Develop the confidential report and support tool to capture unwanted behaviours and intervene quickly


DATA

Ensure that all mental health and wellbeing initiatives are informed by data, research and intelligence to provide agile and flexible responses that are robust and evidenced based.

- Develop therapeutic interventions in line with NICE guidelines
- Develop systems to monitor and evaluate access to Wellbeing Support Services (WSS) to inform provision
- Review of accessible university data and its usefulness to the wellbeing strategy
- Develop a library that identifies data driven approaches for embedding wellbeing within the curriculum
- Engaging wider research opportunities within and external to the University

PARTNERSHIPS

Establish effective links between the University, NHS and other relevant services to enable continuity of care and effective risk management.

- Provide consistent, cohesive, safe, effective care and support for students.
 - Develop data sharing agreement protocols
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WORKFORCE WELLBEING STRATEGY

LEADERSHIP

Promote a whole university approach to wellbeing and mental health, with visible leadership and commitment from across the University.

- Establish a Workforce Wellbeing Strategy Group (WWSG) to have oversight and responsibility for its implementation
- Develop a comprehensive communication plan that ensures wide engagement of stakeholders
- Achieve and maintain the THRIVE Workforce Wellbeing Charter

PREVENTION

Take proactive measures to increase knowledge, skills and confidence in relation to wellbeing and mental health and reduce associated stigma.

- Create a safe working environment underpinned by robust Health and Safety and Security functions
- Ensure the principles of Equality and Diversity and Inclusion are fully reflected across employment related policies, procedures, guidance and practices
- Collaboration with HR to effectively incorporate wellbeing into the HR strategy and Talent Management Strategy
- Provide a range of holistic wellbeing initiatives designed to raise awareness of and improve physical and mental wellbeing
- To provide an accessible, inclusive, people focussed campus environment
- Engagement with HSE's Stress Management Standards throughout the strategy to prevent stress related illness as far as reasonably practicable, and to minimise the impact of stress related issues on the workplace

EARLY INTERVENTION

Design systems and processes to enable interventions in a timely and proportionate way and develop appropriate referral pathways.

- Develop a suite of supportive interventions for individuals requiring additional support, when physically, emotionally or mentally unwell
- Develop wellbeing resources and toolkits to enable staff to take responsibility for their own wellbeing

DATA

Ensure that all mental health and wellbeing initiatives are informed by data, research and intelligence to provide agile and flexible responses that are robust and evidenced based.

- Commitment to Midland Engine staff mental health programme as a pilot site
- Review of accessible university data and its usefulness to the strategy

For further information, please contact
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