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Vision

The College's vision is to be a college in which all learners succeed and which inspires growth, creates opportunities, raises aspiration and enhances lives. Our core values for our learners, our staff, our partners and our communities is to be:

- Inspiring
- Collaborative
- Innovative
- Supportive
- Excellent

Aims

Our aims are:

- to create a supportive environment where good mental health is recognised as essential for our students to flourish and be successful
- work collaboratively with our local and national partners including Borders College Student's Association, the NUS, the NHS, Schools, Local Authorities, Employers, Universities and third sector organisations, to develop appropriate arrangements and opportunities to support our students

Objectives

The objectives of the Mental Health Strategy for Students at Borders College are:

- a) To support individuals whilst at college to prevent them withdrawing prior to successful completion of their course by identifying those students' with mental health issues at the earliest opportunity
- b) To provide initial mental health first aid support (shown as Tier 1 in Appendix A)
- c) To refer those who require further support to specialist mental health providers or College's Mental Health Counselling service as appropriate (shown as Tier 2 and 3 in Appendix A)
- d) To develop our students' confidence, wellbeing, and skills for learning, work and life.

Our Key Themes

The Borders College Mental Health Strategy has a number of key themes aimed at ensuring a multi-agency partnership approach. A cross college working group will implement the actions and monitor progress throughout the academic year. This will support our Students' Association to implement their Student Mental Health Agreement in 2019/20 and beyond.

The key themes are:

1. **Early identification and intervention** for students who disclose a mental health issue or are referred for support.
2. **Challenging the stigma of mental health issues** and developing shared understanding around mental health.
3. **Development of a range of practical support** that is easy to access and responsive to the needs of our students.
4. **Development of CPD, materials, resources and approaches** to support an inclusive college.
5. **Personal and Social Development of** good mental health and wellbeing across the College.
6. **Work in partnership to create a multi-agency approach** in supporting individuals.

Implementation, Review and Monitoring

Promoting and supporting good mental health is not a task that can be delegated solely to an individual or team. It requires everyone within the organisation to support our commitment to a whole college approach to meet the needs of students and the staff who teach and support them.

The action plan will be monitored by the Equality and Inclusion Committee and progress reported annually to the Curriculum and Quality Committee.

Mental Health Action Plan		
Theme 1: Early identification and intervention for students who disclose a mental health issue or are referred for support.		
Actions	Who	Measures of Success
1.1 Continue to encourage and support all individuals to disclose any mental health issues at application or enrolment.	Course Tutors Achievement Coaches Wellbeing Advisors MIS Staff	Monitor our processes to ensure opportunity to disclose Mental Health issues Increased number of disclosures. (KPI's on retention and success)
1.2 Include students who disclose a mental health issue as a priority group for learning support and development of a Personal Learning Support Plan.	Learning Support staff Course Tutors Achievement Coaches	Increased number of LS interviews and partnership working with Schools Procedure developed to support early assessment for those who have disclosed
1.3 Encourage and support students disclosing a mental health issue to involve teaching and support staff in the discussion of potential trigger points and coping strategies for the year.	Course Tutors Achievement Coaches Wellbeing Advisors	Participation and completion of specific induction programmes to support good Mental Wellbeing KPI's on retention and success
1.4 Ensure all individuals provide the details of their next of kin on the enrolment form to ensure that speedy contact can be made in an emergency. (e.g. admission to hospital)	Course Tutors MIS Staff	100% collection of data received
1.5 Ensure students are well prepared for the college experience through the delivery of effective and holistic induction processes which support.; the development of good and supportive relationships	Student Services Team Course Tutors Achievement Coaches Students Association	Development of a range of activities to support induction and support good Mental Wellbeing Participation and completion of specific induction programmes to support good Mental Wellbeing KPI's on retention, achievement and success
1.6 Ensure appropriate referral processes are maintained and that staff are fully aware of the process through awareness raising sessions and information	Student Services Team	Student feedback survey and complaints procedures and student engagement forums Awareness sessions available during staff development days

Theme 2: Challenging the stigma of mental health issues and developing shared understanding around mental health.		
Actions	Who	Measures of Success
2.1 Develop events and initiatives to promote awareness of a range of mental health issues and available support	Student Association Student Support Team	Number of events taking place Promotion of the Counselling service Provision of specific bite sized Mental Health sessions/group work Student Focus Groups National Initiatives
2.2 Develop learning materials to support a whole college approach to supporting good mental health and embedding understanding within structured programmes	All teaching staff	IV processes Student Feedback Online Mental Health awareness training Provision of specific bite sized Mental Health sessions/group work Meta skills provision within curriculum
2.3 Raise awareness, through events and campaigns, of related issues that may affect mental wellbeing, such as sexual health, alcohol/substance misuse, finance and debt. There may be other areas which are relevant to specific groups or themes in the College i.e. gender based violence, cyber bullying, LGBTQ, social exclusion and those that are care experienced.	Students Association Student Services Team HR	Event Attendance rates Student Portal Information Student Focus Groups Referral rates Practitioner Attendance Awareness/Training sessions available at staff development days
Theme 3: Development of a range of practical support that is easy to access and responsive to the needs of our students.		
Actions	Who	Measures of Success
3.1 Continue to offer mental health first aid and ensure robust signposting to appropriate inhouse and external support taking cognisance of availability of professional services	Wellbeing Advisors Achievement Coaches Students Association HR	Service usage statistics Participation in counselling services
3.2 Improve access to a range of appropriate counselling, group work, self-help materials, books, or online resources and guidance to support mental wellbeing.	Student Services Team Library Students Association	Participation in counselling services Wellbeing Hub Focus Groups Student Portal Information Big White Wall registrations and usage Self help area within Library

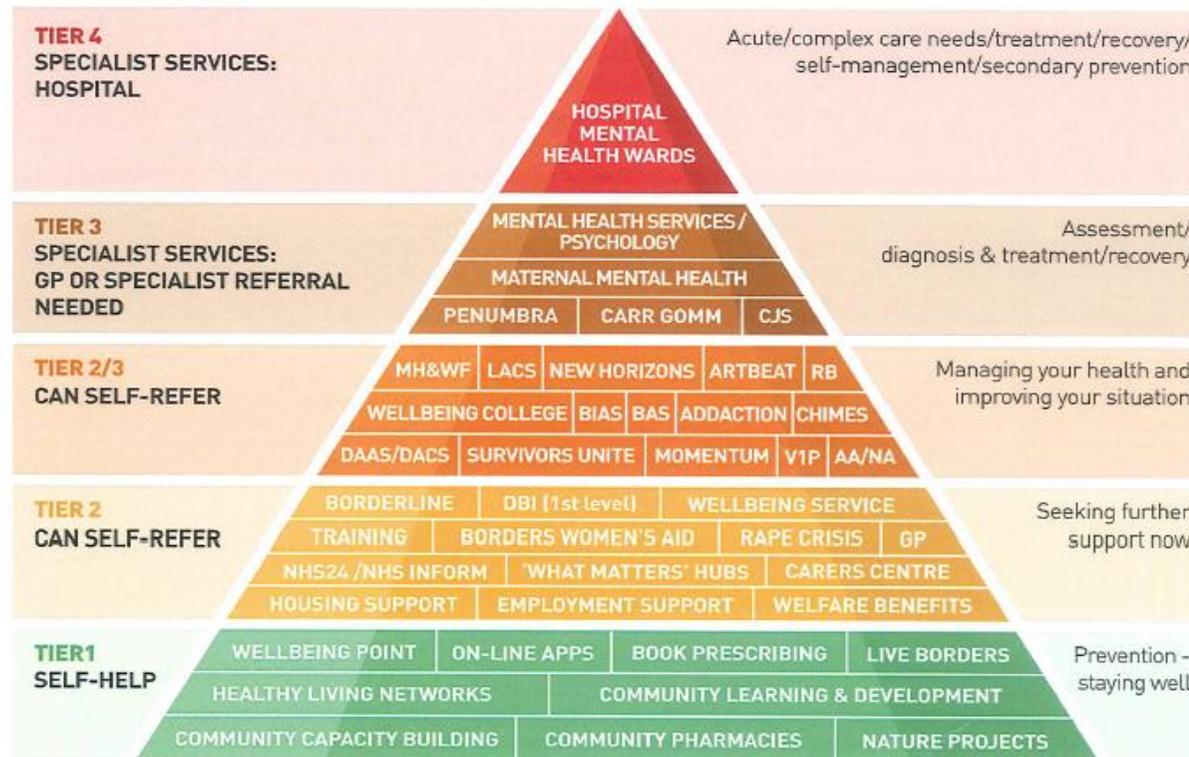
3.3 Work in partnership with appropriate agencies to develop information, drop in and relevant participation opportunities/support groups	Students Association Student Services Team	Schedule of events User groups Online support via Big White Wall
Theme 4: Development of CPD, materials, resources and approaches to support an inclusive college.		
Actions	Who	Measures of Success
4.1 Invest in an on-line method of increasing knowledge and understanding among all staff of mental health	HR	Completion rates of online MH modules Mindset training Specific CPD
4.2 Monitor attendance of at risk students to ensure appropriate support mechanisms and resources are implemented quickly	Achievement Coaches Wellbeing Advisors Course Tutors	Tracking and monitoring systems fully developed Improved attendance/withdrawal rates
4.3 Work in partnership with the Students Association to develop, implement and maintain our Student Mental Health Agreement	All	Student Mental Health Agreement approved and supported Joint initiatives delivered Student Feedback Improved KPI's Student Association Impact report
4.4 Review College Policies, procedures and practices to ensure these consider the impact on individuals and support wellbeing	Policy Authors	Equality Impact assessments Equalities Committee reports
Theme 5: Personal and Social Development of good mental health and wellbeing across the College.		
Actions	Who	Measures of Success
5.1 Develop a range of events that promote good mental health, self-help and resilience (e.g. World Mental Health Day and You Matter, Yoga, Mindfulness)	Students Association Student Services Team HR	Attendance at events Feedback Student Association Impact report Implementation of Student Mental Health Agreement Delivery of Student Association MH campaigns Selection of information, advice and guidance options throughout College Big White Wall registrations and usage Participation levels for counselling support

5.2 Continue to offer and develop learning support for students in study skills and exam strategies to minimise impact on mental health	Learning Support Team	Programme of support opportunities developed Attendance at specific support events and sessions KPI's
Theme 6: Work in partnership to create a multi-agency approach in supporting individuals.		
Actions	Who	Measures of Success
6.1 Continue to work in partnerships with a range of local networks to build our support capacity within the College.	Student Services Team Students Association Assistant Principals Curriculum Learning Managers	Liaise with local practitioner forums to provide a platform for discussion and collaboration External agencies using College to facilitate interventions and support Student Feedback Student Association Impact Report Participation of local agencies in College events and initiatives

APPENDIX A

Extract from Scottish Borders Mental Health Services - integrated care pathway, Adult
http://www.nhsborders.scot.nhs.uk/media/663225/mentalhealthpathway_doc_19-2-.pdf

JOINT MENTAL HEALTH SERVICES (Adults) PATHWAYS



GLOSSARY

- AA/NA – Alcoholics Anonymous / Narcotics Anonymous
- BAS – Borders Addictions Service
- BIAS – Borders Independent Advocacy Service
- CJS – Criminal Justice Service
- DAAS / DACS – Domestic Abuse Support Services and Domestic Abuse Community Support
- DBI – Distress Brief Interventions
- GPs – General Practitioners
- GRC – Gala Resource Centre
- HH – Huntlyburn House
- LACS – Local Area Co-ordinating Service
- MH&WF – Mental Health & Well-being Forum
- NHS24 /NHS Inform – Borders Emergency Care Service
- RB – Rediscover Borders
- SW – Social Work Duty Teams
- VIP – Veterans First Point

For further information go to the Wellbeing College website: www.wellbeingcollege.org.uk or email: wellbeing.college@health-in-mind.org.uk tel: 01896 807000
 Information also available at the Wellbeing Point - www.nhsborders.scot.nhs.uk/six-ways-to-be-well and
 Scottish Borders Council - www.scotborders.gov.uk/info/20055/adults_and_older_people/370/mental_health/1