

Wellbeing
Strategy
RISE



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Our Vision

West College Scotland has the wellbeing of our community at the heart of everything we do. We think that wellness is everyone's business and by working together as a college, we continue to develop an atmosphere where our staff and students thrive.

Working towards improving overall wellbeing adopting a mind, body and emotion approach is our vision moving forward as it affects how we feel and our capacity to function.

We want to make sure that all our employees and students have the tools, knowledge, skills, and experiences they need to live fulfilled, worthwhile, and happy lives.

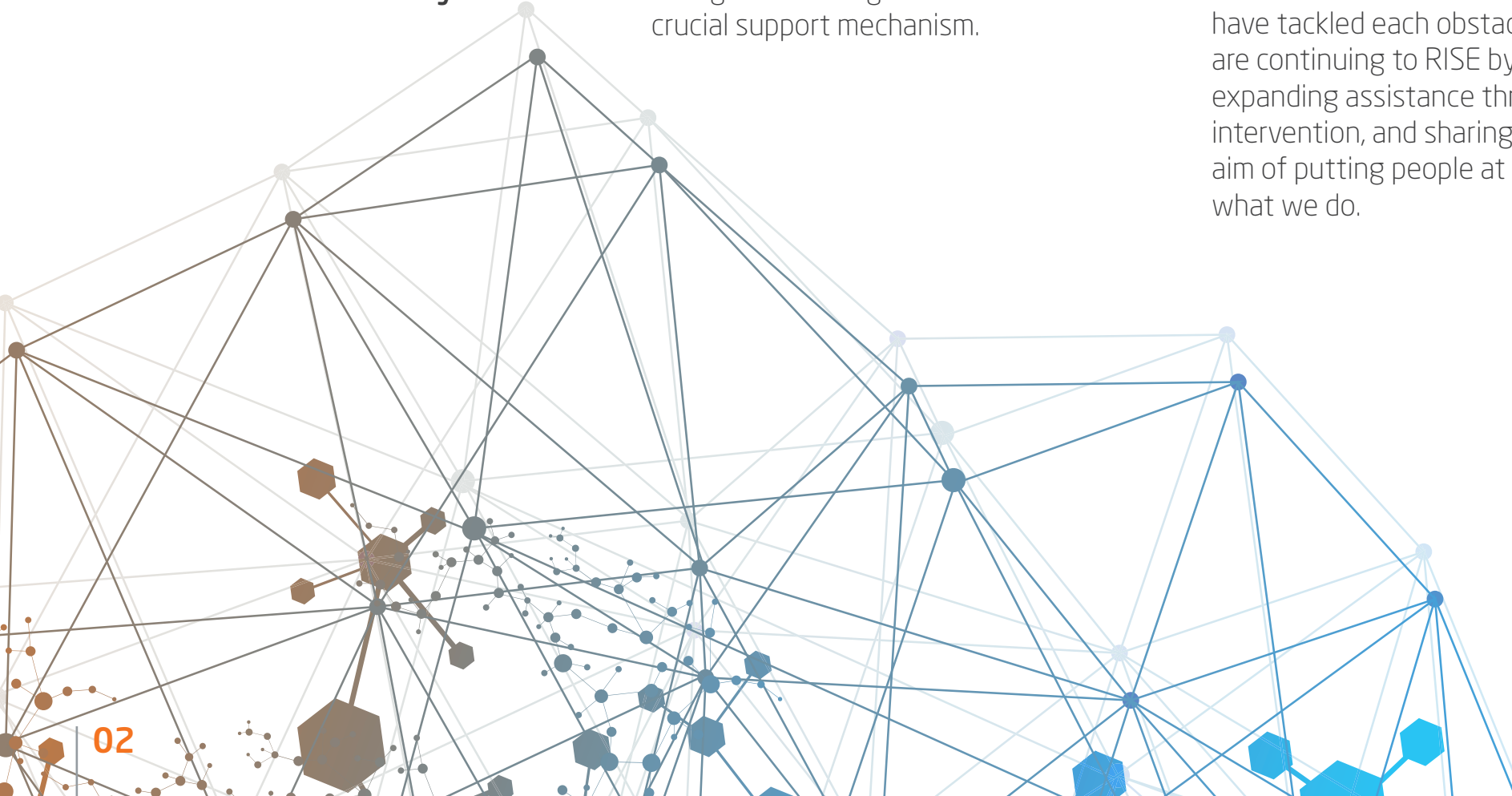
This strategy is intended to supplement existing efforts on all aspects of wellness within the College, as well as to complete our prior Student and Staff Mental Health and Wellbeing Strategies.

Our Journey

During the coronavirus pandemic, West College Scotland's first objective was to significantly improve the level of positive mental health and wellbeing support available to its community.

During lockdown, our staff and students had to quickly adjust to the shift to working online and delivering their role from home. Because of the rapid shift, there was a lot of anxiety, and using the College's wellbeing services became a crucial support mechanism.

Our experience and understanding from past years have shone a light on the isolation, loneliness, depression, grief from losing loved ones, unhealthy eating, lack of exercise, poor sleep and financial worries which our community faced. We have tackled each obstacle head on and are continuing to RISE by working hard, expanding assistance through early intervention, and sharing a common aim of putting people at the core of what we do.



Our Mission

West College Scotland is dedicated to being helpful and inclusive, while also accepting responsibility for our critical role in enabling our students to be the best they can be. We are a welcoming and encouraging college that empowers and supports our teams as they navigate their students' and staff personal journeys. We are embracing the task of delivering long term services to improve the wellbeing of all.

Our Mission is to all play a part in continuing to **RISE** out of challenging times and build on the excellent support system available to staff and students.

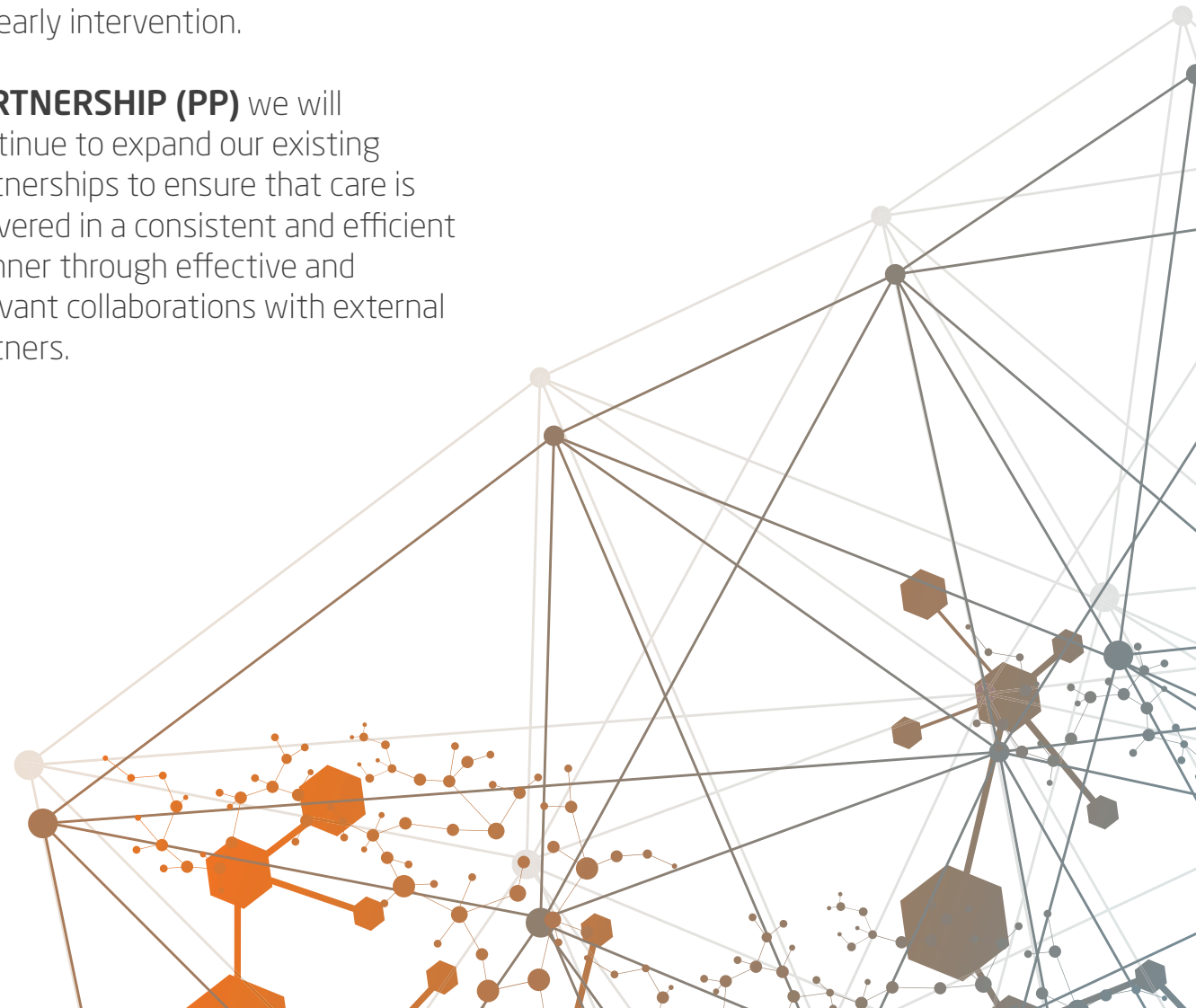
There are 4 cornerstones to the 'WCS Wellbeing Strategy **RISE**' which encourages **ALL staff and students** by being:

- **READY** to learn, study and work in a comfortable environment while developing personal resilience for college and beyond
- **IN TOUCH** with their own health and wellbeing, recognising the necessity of seeking help when confronting challenges, and encouraging others to do the same.
- **SUPPORTED** to feel safe, secure and strong enough to embrace college and working life and enjoy their successes.
- **EMPOWERED** and energised to engage in excellent education and career opportunities while maintaining positive mental health

RISE will be accomplished by incorporating the importance of mental health and wellness into a college-wide approach, with clear and visible leadership, and strategic objectives at the centre of everything we do:

- **LEADERSHIP (L)** through effective leadership, we will have a consistent and integrated approach to wellbeing.
- **DATA (D)** we will collect data on community wellness and use it to inform the College's approach to our ongoing wellbeing strategy.
- **PREVENTION (P)** we will keep working toward a big shift away from reactive to proactive approaches to wellbeing.

- **INTERVENTION (I)** we will have a community support structure that is both effective and efficient, allowing for early intervention.
- **PARTNERSHIP (PP)** we will continue to expand our existing partnerships to ensure that care is delivered in a consistent and efficient manner through effective and relevant collaborations with external partners.



Our Promise

READY to learn, study and work in a comfortable environment while developing personal resilience for college and beyond

FOR OUR STUDENTS

- Establish a WCS Wellbeing Strategy Group to have oversight and responsibility for the Wellbeing Strategy implementation (L)
- Collectively work towards and achieve the Student Mental Health Agreement Project (L, D)

- Develop a shared understanding of wellbeing at WCS that delivers coherence and consistency of practice across key areas of the Student Journey (P)
 - Student Recruitment – positive transitions
 - Student Induction
 - Course Guidance
 - Support activity (face to face and online)
 - Digital developments
 - Further training
- Build and sustain wellbeing in teaching and learning, recognising the impact of positive wellbeing has on students learning and attainment (P)
- Review the current 24/7 solutions for students and ensure it has the long-term support required (D, PP)

FOR OUR STAFF

- Establish a WCS Wellbeing Strategy Group to have oversight and responsibility for the Wellbeing Strategy implementation (L)
- Develop the College's Building our Collective Future framework (L)
- Maintain our current Healthy Working Lives Award and continue to enhance our activity (L, D)
- Effectively incorporate wellbeing into our People Strategy (P)
- Ensure wellbeing plays a significant role in the My Conversations approach so that individuals feel confident in discussing wellbeing with their managers and managers have the mechanism to support their teams (P, I)
- Review the current 24/7 solutions for staff and ensure it has the long-term support required (D, PP)
- Develop a shared understanding of wellbeing at WCS that delivers coherence and consistency of practice across key areas of our Staff Journey (P)
 - Staff Recruitment – positive transitions
 - Staff Induction
 - Career long professional learning for wellbeing
 - Support activity (face to face and online)
 - Digital developments



IN TOUCH with their own health and wellbeing, recognising the necessity of seeking help when confronting challenges, and encouraging others to do the same.

FOR OUR STUDENTS

- Develop a comprehensive communication plan that ensures wide engagement of all students in wellbeing and access to all support available (L)
- Continue and further develop already existing and successful wellbeing activity across the college (I)
 - TIME4U Student Counselling
 - Student Wellbeing Services e.g., Helping Hands, Drop in to Chill Out
 - CALM curriculum

- Develop a suite of new supportive interventions for individuals (I)
 - Promoting Peer to Peer support using a mentoring framework
 - Acts of kindness encouraging the achievement of peers and developing a kindness culture
 - WCS Student and Staff Values framework to provide excellent quality, personalised and effective wellbeing care
 - Integrate within the college ethos and learning curriculum a sense of pride, confidence building and improved social skills
- Routinely deliver Wellbeing Awareness sessions across all campus locations and through our online platforms to keep strong engagement, understanding and opportunities for feedback alive in the College Community (P, D)
- Develop an effective and understood triage approach to wellbeing services (I)
- Develop effective student enquiry and case management process and management system (I)



FOR OUR STAFF

- Develop a comprehensive communication plan that ensures wide engagement of all staff in wellbeing and access to all support available (L)
- Develop a suite of new supportive interventions for individuals (I)
 - Promoting Peer to Peer support using a mentoring framework
 - Acts of kindness encouraging the achievement of peers and developing a kindness culture
 - WCS Student and Staff Values framework to provide excellent quality, personalised and effective wellbeing care
 - Integrate within the college ethos and learning curriculum a sense of pride, confidence building and improved social skills
- Staff will be supported through effective tools and training in understanding the importance of positive mental health for their students and themselves (P)
- Routinely deliver Wellbeing Awareness sessions across all campus locations and through our online platforms to keep strong engagement, understanding and opportunities for feedback alive in the College Community (P, D)
- Promote and engage in meaningful learning and development discussions for all staff including (P, I)
 - Staff learning and development building resilience and creating a culture of understanding
 - My Conversations



SUPPORTED to feel safe, secure and strong enough to embrace college and working life and enjoy their successes.

FOR OUR STUDENTS

- WCS will be proactive in increasing knowledge, access, and confidence in key areas of our wellbeing support (P, PP)
 - Continue and further enhance the WCS Student Wellbeing Services
 - Safeguarding – any student with a concern about the safety of another can access help and support through our safeguarding team
 - CALM Curriculum offered throughout the student journey in 3 stages. To Connect, Continue, and Complete their studies in a CALM way
- The Sanctuary a neutral space on every campus where students and staff can go to find peace and contemplation with guidance and support for all, regardless of practicing a faith or not
- Wellbeing Agency Days throughout the year are successful in linking with third party external agencies
- Positive approaches to nutrition promoting healthy eating through information, education campaigns, access to healthier foods and activities
- Fitness and exercise is not only about getting physically fit and healthy, but also great for your mental wellbeing and can change your mind, your attitude, and your mood
- Develop new college approaches to key issues e.g., drugs, Gender Based Violence, suicide-safer plan, Safeguarding and Prevent (P, PP)
- WCS will provide an accessible, inclusive, people focussed campus environment (P)
- Develop systems to monitor and evaluate access to our Wellbeing services to inform provision (D)
- Provide consistent, cohesive, safe, effective care and support for students working in partnership with external agencies (PP)
- Develop a confidential report and support tool to capture unwanted behaviours and intervene quickly (I)

- Carry out a full Equality Impact Assessment on each of the 9 Protected Characteristics detailing what is in place and identifying gaps (both students and staff) (L, P)
- Develop innovative approaches to men's mental health and introduce targeted support (P)
- Introduce Wellbeing support for LGBT students: lunch group/activities to promote peer support and awareness raising with staff of issues experienced by our LGBT student community. (P)

FOR OUR STAFF

- WCS will be proactive in increasing knowledge, access, and confidence in key areas of our wellbeing support (P, PP)
 - Continue and further develop WCS Wellbeing Services for staff
 - PAM Assist provides a free confidential life management and personal support service to all staff

- Positive Reflections and actions weekly thoughts and practical suggestions
- Mindfulness introducing meditation to encourage drop in access
- The Sanctuary a neutral space on every campus where students and staff can go to find peace and contemplation with guidance and support for all, regardless of practicing a faith or not
- Positive approaches to nutrition promoting healthy eating through information, education campaigns, access to healthier foods and activities
- Fitness, exercise is not only about getting physically fit and healthy, but also great for your mental wellbeing and can change your mind, your attitude, and your mood

- Develop innovative approaches to men's mental health and introduce targeted support (P)
- Creating a safe working environment underpinned by robust health and safety functions (P)
- WCS will provide an accessible, inclusive, people focussed campus environment (P)
- Review of accessible College data and its usefulness to the strategy (D)
- Provide consistent, cohesive, safe, effective care and support for staff working in partnership with external agencies (PP)
- Developing a staff mentoring system – with a focus on cross curriculum teams mentoring framework (L, P, D)
- Carry out a full Equality Impact Assessment on each of the 9 Protected Characteristics detailing what is in place and identifying gaps (L, P)

EMPOWERED and energised to engage in excellent education and career opportunities while maintaining positive mental health.

FOR OUR STUDENTS

- Embed wellbeing by promoting activities focussed on improving fitness, recognising the impact positive wellbeing has on students learning, attainment and student life (P)
- Promote wellbeing activities such as wellbeing drop in cafes, colouring, jigsaws, Lego, therapeutic writing, origami. This means that when they are stressed or anxious, they know what works to help them restore their sense of wellness (P)
- Promotion of our MyDay app, this one-stop shop that allows students to engage with their induction progress, ongoing attendance, Moodle, student socials, jobs/ placements, and results from the beginning of their adventure with WCS. (P, D)
- Encourage students to be proactive in the management of their time and potential absence from study with early intervention supporting and promoting positive approaches for the student to connect before they fall far behind in their studies. (P, I)
- Role-modelling wellbeing so that we can all be the best physically, emotionally, socially, and professionally, leading a change throughout the College community (L)
- Students understand self-care, taking time to think about how they feel, physically and mentally, and undertake activity that they do for themselves to feel happy and healthy. (L, I, D)
- Student surveys to include wellbeing section to gauge awareness of what is available and value of service available and seeking feedback on where further developments or continuous improvements are required (P, D)

FOR OUR STAFF

- Develop wellbeing resources and toolkits to enable staff to take responsibility for their own wellbeing (I)
- Role-modelling wellbeing so that we can all be the best physically, emotionally, socially, and professionally, leading a change throughout the College community (L)
- Embed wellbeing by promoting activities focussed on improving fitness recognising the impact positive wellbeing has on staff both in and out of work (P)
- Staff understand self-care, taking time to think about how they feel, physically and mentally, and undertake activity that they do for themselves to feel happy and healthy. (L, I, D)
- Staff surveys to include wellbeing section to gauge awareness of what is available and value of service available and seeking feedback on where further developments or continuous improvements are required (P, D)
- College Leadership enable 'everyday leaders' by inspiring individuals to be confident and have comfort and excitement as part of the WCS Community through positive affirmation around the importance of time for you (L, P)
- Celebrate the success of the College teams and individuals through awards and other meaningful recognition activities (L, P)



Measuring Success

Success can be measured in multiple ways, our approach to measuring the success of our Wellbeing Strategy will be an annual cycle of collaboration, reflection, review and improvement.

We will use a range of mechanisms to measure the impact of our action plan, ensuring that wellbeing is at the centre of our communities' success.

Throughout the first period the Wellbeing Strategy team will develop key metrics to measure against and identify more fully the wellbeing improvement journey.

- Annual surveys and ongoing feedback
- Development of Wellbeing Impact Assessments
- Monitoring and robustly evaluating initiatives linked to wellbeing
- Uptake of wellbeing related activities
- Reduced sickness absence across the College community
- Monitoring staff engagement
- Monitoring student engagement
- Recruitment and retention rates
- Wellbeing pulse check
- Improved productivity, performance and satisfaction across the College community
- Improved relationships
- Student satisfaction and achievement of organisational aims
- Enhanced reputation as the College of Wellbeing in our community





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