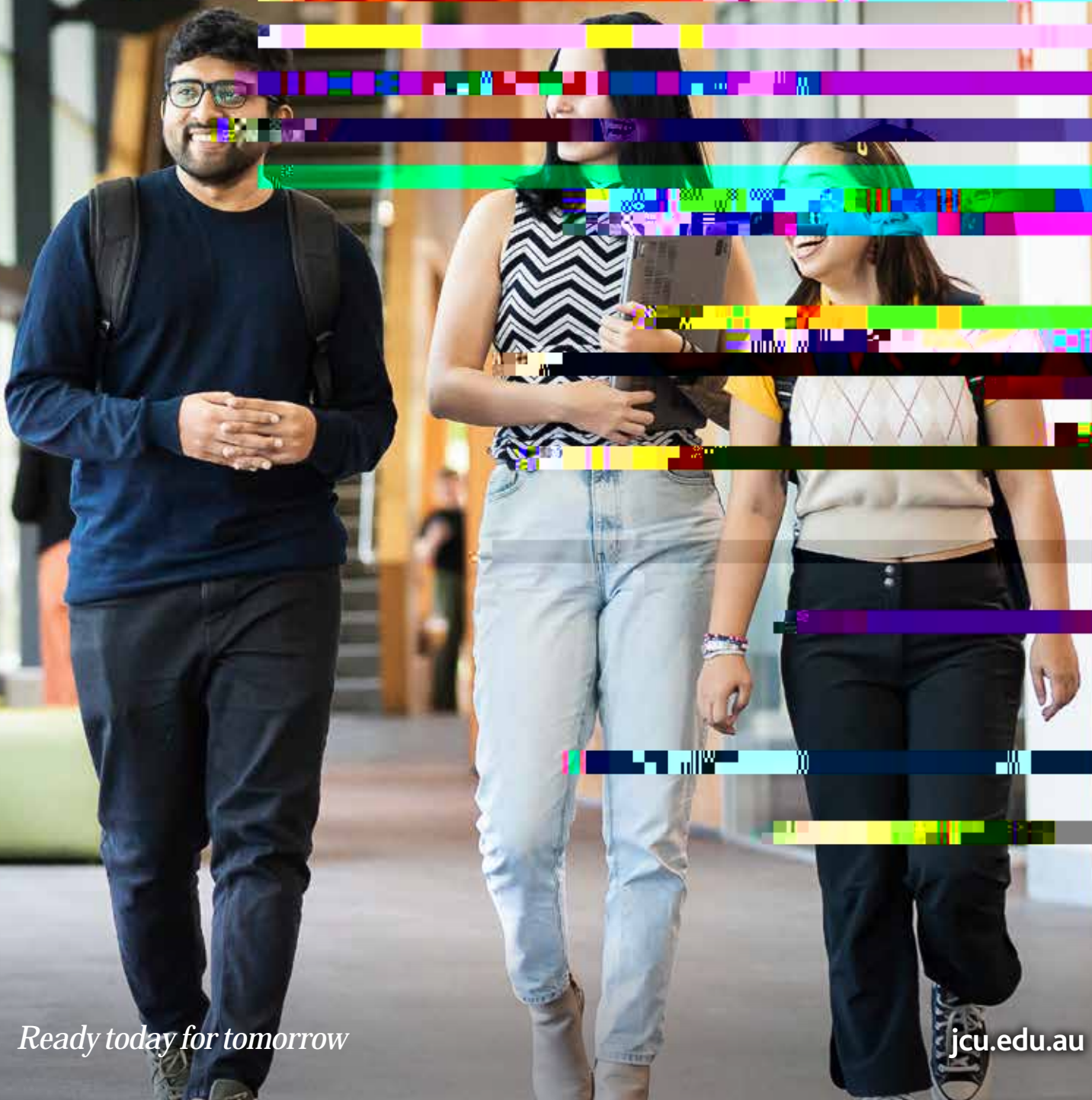


JCU Me a Head
We e S, a eg



Ready today for tomorrow

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5 STARS
for Learner
Engagement¹

NO. 5
in the world
for the UN Sustainable
Development Goal of good
health and wellbeing²

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James Cook University values and celebrates the diversity of our community, and is committed to ensuring our learning and working environment is safe and welcoming.

JCU is proud to be part of the Respect. Now. Always. campaign – a national initiative led by Universities Australia to highlight our determination to ensure our students and staff are safe from discrimination and sexual harassment. Further information about the campaign and free services available for students can be found at www.jcu.edu.au/learn



I , d c

James Cook University (JCU) is dedicated to creating a brighter future for life in the Tropics worldwide, through graduates and discoveries that make a difference.

The University is committed to enhancing student access, participation and success in higher education and embracing the diversity of the communities we serve. We acknowledge our responsibility to support mental health and wellness as part of our core business.

The James Cook University Mental Health and Wellness Strategy 2022-2026, has been proudly developed in collaboration with students and staff and the wider community.

The Strategy focuses on enhancing the mental health and wellness of our students and staff. It takes an integrated and stepped care approach that is underpinned by diversity, respect and reconciliation, cultural appropriateness, agency, sustainability, and connection with our community.

Through our Mental Health and Wellness Strategy, JCU seeks to create respectful and inclusive environments and activities that promote and protect student and staff mental health and wellness, and respond appropriately when emotional wellbeing may be at risk, and in critical incidents.

JCU is a University that values our people, place, education, and research.


Mental health and wellness is embedded in our curriculum, our work, our actions, and our supports.

We recognise many factors and influences in achieving good mental health. Our integrated approach to mental health and wellbeing seeks to raise awareness and reduce stigma, address mental ill health regardless of cause, prevent harm by addressing risk factors in the learning and work environment, and clearly articulate the supports available to students and staff when they need it.

The Mental Health and Wellness Strategy

2022-2026, sets out JCU's comm20T.g83 (r)-13 (1e)-13 (1e)-13

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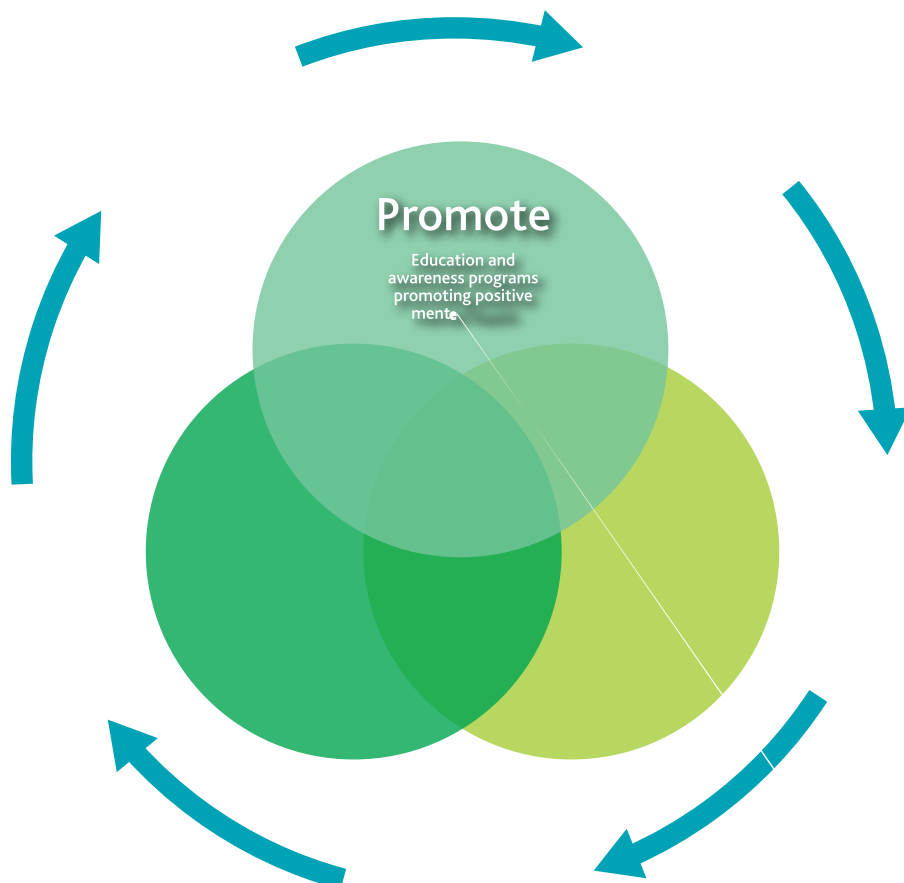
Mental health is a state of mental wellbeing that enables people to cope with the stresses of life, realise their abilities, learn well and work well, and contribute to their community. Mental health is crucial to personal, community, and socio-economic development (World Health Organisation, 2022).

The JCU Mental Health and Wellness Strategy is evidence-based in drawing from research, including the findings of the Productivity Commission, Mental Health, Inquiry Report (Australian Government,

Strategy

The JCU Mental Health and Wellness Strategy is an integrated model which:

- Recognises diversity, voice, and reconciliation.
- Develops student and staff agency.
- Supports actions and commitments that are culturally informed, sustainable, and connected to community.



Domains

To deliver on this strategy, JCU has articulated four domains of activity:

1. Learn

Promoting a nurturing and positive stigma-free environment

2. Work

Integrated Design and Academic

Program :	Program :	Program :	Program :
<p>Curriculum and policy</p> <ul style="list-style-type: none">• Provide student support workshops and services which are embedded a.ric.lc			



Priority 1: Professional Development	Priority 2: Student Support	Priority 3: Staff Wellbeing	Priority 4: Leadership & Governance
<p>Mentally healthy workplaces and an ethic of care</p> <ul style="list-style-type: none"> • Build mental health and wellness awareness into staff Professional Development Plans (PDP). • Champion open conversations. • Expand mental health literacy and wellness training to include help-seeking behaviours and referral. • Train line managers and research supervisors to promote mental health and wellness, and support early recognition and action processes. <p>Staff supporting students</p> <ul style="list-style-type: none"> • Provide information and resources about the signs and symptoms of common mental health conditions and suicide risk, self-care advice, positive coping strategies and resilience (e.g., about accommodation, harassment, grief, relationships, homesickness, loneliness). • Promote a range of internal and external mental health support options, such as Employee Assistance Programs (EAP), and services (such as Headspace and Beyond Blue). • Ensure all students are aware of the policies and systems in place to address discrimination, bullying, making a complaint etc. 	<p>Staff awareness of supporting students</p> <ul style="list-style-type: none"> • Train staff to be aware of mental health difficulties and respond appropriately to students. • Develop an understanding of boundaries, referral, and staff support. <p>Policy and workloads</p> <ul style="list-style-type: none"> • Review staff focused policies and procedures to better support mental health and wellness. • Provide an equitable and transparent allocation of work to ensure fairness, reasonable expectations, and 		

P	P	P	P
<p>Open conversations</p> <ul style="list-style-type: none"> Establish opportunities for open conversations about mental health and promote self-care behaviours, including appropriate help-seeking, and improving the mental health awareness, knowledge, and skills of our community. <p>Health promotion</p> <ul style="list-style-type: none"> Encourage positive health and wellness behaviours (adequate sleep, healthy eating, non-smoking campus, etc.). Educate students and staff on the links between physical and mental health. Establish clear communication and signage to students and staff to promote health and wellness. <p>Belonging and connectivity</p> <ul style="list-style-type: none"> Increase student awareness of opportunities for on-campus and online social connections, including with the Student Association, sporting clubs, and societies, to promote a sense of belonging and connectedness with other students. Make use of student-staff interactions for connection and an ethic of care messaging at student-centred, and online and on-campus events, course and subject consultations, discipline-based events, and meetings. <p>Visible leadership</p> <ul style="list-style-type: none"> Increase attendance by leaders at events and training, and promote an openness for conversations about mental health and wellness, with the ability to make referrals and follow up actions. 	<p>Healthy environments</p> <ul style="list-style-type: none"> Utilise spaces for mentally healthy activities, including walk and talk, walking trails, and student-staff consultation. Establish safe and supportive environments including rainbow lounges and student study spaces. Assure the non-smoking campus environment is followed to be respectful of others. Create networking opportunities on and off campus. <p>Healthy culture for learning and living</p> <ul style="list-style-type: none"> Value the relationship between work and home life in study loads, teaching, and communication expectations (e.g., email responses during work hours). Value inclusion and diversity through JCU Respect training, participation in wellness activities, and through external training opportunities. Utilise resources to build capabilities (e.g., mindfulness, time management plans). Attend to social and mental wellness in timetabling, study preparation, course enrolment, and when scheduling consultation times. Utilise student-staff interactions (individual or group, on-campus and virtual) to develop connections. <p>Healthy debriefs</p> <ul style="list-style-type: none"> Create informal debriefing opportunities for staff to build mental health and wellness literacies. <p>Diverse and healthy</p> <ul style="list-style-type: none"> Create co-designed opportunities and cohesive, engaging extra-curricular activities that foster a sense of belonging for students, especially those from culturally and linguistically diverse backgrounds. <p>Policy and procedures</p> <ul style="list-style-type: none"> Attend to policies, procedures, and management support to address work/life balance. 	<p>Evidence and improvement</p> <ul style="list-style-type: none"> Collate internal and external data sets on access, participation, effectiveness, and training to analyse improvement across the domains of learn, work, live, support. Assure quality counselling by monitoring the services utilised, the level of demand, and partnerships. <p>Early recognition and action</p> <ul style="list-style-type: none"> Embed early identification and action workflows in relevant student-facing processes. Train client service staff in workflows for personalised service and quick action. Alert relevant academic staff that onsets of mental ill-health can be associated with transition to university, peak of term of first year, and 	



P	P	P	P
<p>Student and staff awareness and communication</p> <ul style="list-style-type: none"> Improve awareness of mental health support services and resources using Apps, email communications, and online resources. <p>Communicate safely and effectively</p> <ul style="list-style-type: none"> Coordinated communications for student and staff mental health and wellness (e.g., Safety and Wellbeing webpage). Communication and cultural action plans in student residences. Assure communications are accessible and appropriate to culture and context. <p>Student agency</p> <ul style="list-style-type: none"> Create opportunities for student-led mental health and wellness activities (e.g., JCUSA, clubs and societies, student-centred events). <p>Mental health crisis and support critical incident management</p> <ul style="list-style-type: none"> Develop clear policies and protocols around psychological distress, suicide ideation, and risk. <p>Visibility of mentally healthy workplace within and external to JCU</p> <ul style="list-style-type: none"> Collaborative on and off-campus, and virtual wellness events with community partners and external organisations. Involvement in community events and discussions promoting mentally healthy workplaces and environments. 	<p>JCU and community services</p> <ul style="list-style-type: none"> Sustain and expand links and referrals with community mental health services and specialist services. Explore services that can assist in holistic mental health support including disability, discrimination, housing and financial pressures, learning, employment, etc. <p>Educative opportunities</p> <ul style="list-style-type: none"> Provide free training for students and staff in mental health and wellness. Provide special 		

Success of Outcome Measurement Evaluation and Transformation

Context	Mission	Strategic Objectives	Enablers	Success Indicators
Leadership	Mental health and wellness awareness is included in PDP		PDP updated, initial evaluation using staff feedback	By June 2023
	Mental health and wellness awareness training is undertaken by leaders, and planned for all staff	Chief of Staff, DVC Academy, DVC Education, DVC Indigenous Education and Strategy, DVC Research, DVC Services and Resources, Director HR	Every leader and manager to have undergone mental health and wellness awareness training, and all staff to build awareness related to their position and level of responsibility	Leaders and managers by December 2023, with ongoing inductions
	The Mental Health Task Force (previously Steering Committee) monitors the development and delivery of implementation activities		Mental Health Task Force nominated and trained, and its work communicated effectively	Annual report to Education Committee (Meeting 6 each year)
Education	Consultation takes place in accordance with JCU's Policy framework and there is commitment to the actions and success indicators outlined in this Strategy	Policy sponsors i (Meeting 6 ea1-11.6 (c)-11.4 (h y)-2.9 (e)-5.2 (a)-13.9 (r)9 (0))J/J/T13 1 Tf0.012 Tc -0.012 Tw 10 0 0 10 48.1889 Unrs inmmitutl7.3 (9ic) 10.6 (a1 0.029 Tc 0.0292 Tw 0 1.235 Td(t)4 (her)9.ne)7.533t43.8 1s repe isatss 6.81		

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<p>E</p>	<p>Staff have access to relevant data, and training in using that data</p> <p>Priority areas have been identified for targeted resources and communications</p>	<p>DVC Education, Chief of Staff, DVC Academy, Directors, Deans, Marketing</p>	<p>Outcomes of the training available, and how data are communicated</p> <p>Student and staff feedback on communications, resources and usefulness of programs</p> <p>Commence February 2023</p> <p>Annual report to Education Committee (Meeting 6 each year)</p>
<p>E</p>	<p>Mental health literacy, support skills, training and resources and services available to students and staff are current, accessible, and fit-for-purpose</p>	<p>DVC Education, Chief of Staff, Directors, Deans</p>	<p>Reports from Colleges, JCU support services, Equity Officers, and the Student Association, and student and staff feedback to guide ongoing</p>

- There will be a formal annual report and presentation to the University Executive evaluating the progress made towards the success indicators in each of the Domains.
- Annual reporting on the outcomes and effectiveness of the implementation of the JCU Mental Health and Wellness Strategy will be undertaken at the management and governance levels of the University as follows: University Executive, Vice Chancellors Advisory Group and Vice Chancellors Operations Group, and Education Committee.



