



MENTAL HEALTH AND WELLBEING POLICY

Purpose

This policy provides a framework for promoting positive mental health at Marjon, and how we respond to mental health difficulties. It fits within an umbrella of mental, physical, nutritional, social and spiritual health and wellbeing. It's for everyone.

This policy is not intended to be a strategic action plan and should be read in conjunction with the Mental Health and Wellbeing Strategy [Mental Health and Wellbeing Strategy](#) on our website.

Principles

Plymouth Marjon University is centred on student success – in their degree, in their wider university experience and in their life after graduation. We recognise that supporting our community to manage mental health can support student success.

We recognise that mental health and wellbeing is a continuum and needs to be considered for everyone. Mental ill health can be long-lasting or short-term. It can be a declared and managed disability, or can be undiagnosed or undeclared. It can impact on people at any life stage, and people manage mental ill health in different ways. It is complex and individual. Not all people wish to disclose to others. Some people are aware of periods of mental ill health but consider it something they can manage without wishing to disclose information. We will use non-discriminatory language, but we recognise that people may have their own ways to describe their mental health and wellbeing:

- Mental Health: A level of emotional wellbeing that allows an individual to function in society, or an absence of significant mental health problems.
- Mental difficulty, or mental ill health: A range of experiences and diagnosed conditions that can seriously limit an individual's ability to cope with day-to-day living.

We will promote a culture that:

- is informed and open about mental ill health and actively encourages positive discussion.
- finds effective ways to embed positive mental health practices and wellbeing into university life.
- takes a whole university approach to good mental health, developing inclusive, supportive and compassionate learning communities across staff and students.
- takes a holistic leadership approach, involving external partners and working with the community to support student mental health.
- treats students and staff with mental ill health with humanity, consistency, clarity, confidentiality and fairness. For example, we will consider these attributes when we

consider ways to support students in their studies, or staff in their jobs, and when mental ill health is disclosed for the first time.

- considers our values in our approach to mental health, and embeds a consideration of mental wellbeing across all our policies and practices.

We will consider how the whole community – both staff and students - needs to feel ready and capable to step in and support others. This covers a variety of desired behaviours from simple steps such as allowing time to ask others if they are OK; to ensuring everyone knows how to signpost others to extra support; and

Recognise that if mental ill health is not disclosed, the University cannot provide appropriate individual support arrangements. (Disclosure of a disability or health condition is defined as any verbal or written declaration to a member of University staff).

Be aware that on occasion, the University will seek an individual's permission to share information with relevant people, in order to get appropriate support, following relevant

that without consent the

