



Coleg Gŵyr Abertawe
Gower College Swansea

Mental Health and Wellbeing Strategy

‘GCS and you’





Mark Jones
Principal

Introduction

The role of our College as set out in our Mission Statement is to inspire and support our learners to achieve their full potential through the delivery of the highest quality of education and training.

But of course every one of our students potential is different recognising both their individual journeys to date – being their academic achievements, their educational experience, their preferred method of learning etc. as well as their

personal characteristics ie. what makes them the individual person that they are - their strengths, their commitment, but also their personal challenges they have to overcome. And one of the real strengths of a college of Further Education such as our own, is our huge range and diversity of students each with their own potential and personal characteristics, from higher education students studying Levels 4, 5 and 6 at the College, to top performing A Level students looking to progress onto some of the world's top universities. From vocational students

learning their trades at Levels 1, 2 and 3, to apprentices working across the widest range of both public and private sector employers across Swansea, Wales and indeed into England. From adults looking to develop their skills, to others who need help with literacy or numeracy or who are looking for support to get back into the job market.

Today our College looks after all of these students and many others and it is this range of students that makes us the rich, diverse and inclusive institution that we are proud to be.

To achieve what we have set out to achieve with such a diverse range of students

takes a very different approach, an approach focused not only on providing the very best teaching and learning, but also focuses on each individual student's wellbeing – ensuring that each student is well and healthy enough to undertake their studies – and this requires not only a College wide approach, but a more detailed and person centred approach that meets each student's individual needs and requirements.

Anyone visiting the College these days will quickly see our commitment to the wellbeing of both our students and staff evidenced, not only through the wide range of activities on offer, but also through the level of support that is on offer, including support that is available 24 hours a day, 365 days a year.

One of the specific areas that we have focused on in recent years has been the area of mental health and in particular raising the importance of positive mental health in all of our wellbeing work. All staff have received training in this area to help them to better understand the causes and the signs, and in doing so to be better placed to provide detailed support or to bring in support from some of our many external partners.

The development of this new whole College wellbeing strategy is the next step on our College journey in this area and I look forward to seeing how it can help and support even more students and staff in the future.

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The development of this new whole College wellbeing strategy is the next step on our College journey

What is Mental Health?

Mental health is a state of well being in which the individual realizes his or her own abilities, and can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community

(World Health Organisation definition - WHO 2020)

Statement / Vision

Gower College Swansea is committed to providing a healthy working and learning environment to improve the lives and the futures of its community. This health and wellbeing strategy provides a broad framework to enhance the health and wellbeing of our employees and learners. Wellbeing produces positive attitudes, engagement, motivation and innovative thinking and is an important factor in building employee and learner engagement and morale.

We already have a number of policies, services and initiatives in place to support the development of a positive, healthy and motivated workforce and student population and this strategy provides a joint approach to employee and learner wellbeing.

Gower College Swansea is committed to providing a safe, secure and positive working and learning environment and expect employees and learners to be responsible for supporting and improving their own health and wellbeing, taking advantage of learning and development and other wellbeing opportunities.





Core pillars of wellbeing

Positive Environment

Healthy Choices



Positive Health

Personal Growth



GCS and You

health assured

Employee Assistance Programme

A 24 hour helpline from Health Assured to support you through any of life's issues or problems.



Free 24 Hour Confidential Helpline
0800 030 5182

health assured

Your healthy advantage

Registered Office: The Peninsula, Victoria Place, Manchester M4 4FB
Registered in England. No 6314620

About your Employee Assistance Programme (EAP)

Sometimes it can be difficult to balance the pressures of world and home life. Health Assured provide caring support to both you and your immediate family so you can give your best in life.*

What can I use this service for?

- | | | |
|-------------------------|-----------------------|-------------------|
| Family issues | Financial information | Legal information |
| Medical information | Relationship advice | Housing concerns |
| Alcohol or drugs issues | Childcare support | Stress & anxiety |
| Gambling issues | Domestic abuse | Retirement |
| Consumer issues | Tax information | Bereavement |

24/7 Confidential Support

Your call will be handled by an experienced therapist or advisor, who will offer support in a friendly, non-judgemental manner.

Online Health Portal: healthassuredeap.com

- | | | |
|---------------------|--------------------|----------------------|
| Webinars | Health e-hub app | Four-week programmes |
| Nutritional advice | Health checks | Fitness advice |
| Financial wellbeing | Medical factsheets | Budgeting |

Employee Assistance Programme



- Stress & anxiety
- Debt
- Work
- Lifestyle addictions
- Relationships
- Legal

FREE 24 HOUR Confidential Helpline
0800 030 5182
healthassuredeap.com

Download the Health e-Hub now

*Dependents must be in full time education, aged 16 to 24, living in the same household.

Ceisiwch gymorth, mynnwch reolaeth,
teimlwch yn well.

Cymuned ddiogel i gefnogi eich iechyd meddwl - 24/7

togetherall

Beth yw Togetherall?

What is Togetherall?

Lle diogel i siarad, rhannu a chefnogi eraill sy'n debyg i chi

A safe place to talk, share & support others like you

Get support. Take control.

Feel better.

A safe community to support your mental health - 24/7



TOGETHERALL.COM



Our aims

Gower College Swansea mental health and wellbeing strategy – **GCS and You** - aims to enhance and support the Mental Health and Wellbeing of all of its community.

We will:

1

Develop a positive environment and embed a culture of wellbeing.



1. The College Management Team will promote a whole College approach to wellbeing with visible leadership and commitment.
2. Engage and consult with students and staff representatives, to ensure our wellbeing provision meets the needs of the College community.
3. Review our College trends and put in appropriate wellbeing measures.
4. Implement a range of wellbeing and health and safety policies and procedures for all our community.
5. Recognise and celebrate excellent practice.
6. Provide physical facilities to support positive mental and emotional health and wellbeing for the College community.

2

Provide healthy lifestyle choices which meets the needs of our diverse community.



1. Embed wellbeing activities into everyday college life based on the NHS five steps to wellbeing.
2. Work collaboratively to produce a diary of cross College health and wellbeing campaigns and events.
3. Communicate and promote our wellbeing opportunities across the community.
4. Provide a healthy catering offer across all of our campuses that meets the needs of our diverse community.



CGA Egniol
GCS Active



GCS and You



Cyfoethogi Myfyrwyr
Student Enrichment



Eich gwahoddiad i
**Ddiwrnod Lles Coleg Gŵyr
Abertawe**
Canolfan Chwaraeon Tycoch

Your invitation to
Gower College Wellbeing Day
Tycoch Sports Centre

Iogwrt figan am ddim gyda Yo-Cart
Stondinau | gweithdai | iechyd meddwl |
ioga garddio | tylino corff | EAP | Batac
cystadlaethau a llawer mwy

Free vegan yogurt with Yo-Cart
Stalls | workshops | mental health | yoga
gardening | massage | EAP | Batac
competitions and much more

Llesiant yn y Gweithle
Wellbeing at Work



3

Provide a range of flexible services to support positive health and wellbeing.



1. Provide a person-centred range of support to include physical, emotional, social and financial wellbeing.
2. Engage with you to provide early access to appropriate support services.
3. Use innovative technology to deliver and raise awareness of the support opportunities across all campuses.
4. Work with national and local partners to provide support for our diverse community and tackle stigma and discrimination around mental health.
5. Develop a network of support to include Peer mentors, Time to Talk champions and Mental Health First Aiders.
6. Work in collaboration with learners` individual support networks.

4

Provide curriculum and professional development opportunities for personal growth and development.



1. Provide opportunities to discuss wellbeing and personal development on a regular basis.
2. Provide opportunities within the GCS E- tutorial programme to develop the academic and holistic needs of the learners.
3. Provide a CPD programme to support career development.
4. Provide personal growth opportunities for the community through training, information based workshops and campaigns.
5. Provide appropriate mental health training for staff.
6. Provide a guarantee to all students that they continue to study, gain employment, apprenticeship, a higher education course or career support.



GCS and You

