



Mental Health and Wellbeing Framework

Our vision

A University community that promotes positive mental health and wellbeing, breaks down any possible stigma associated with mental health and ill-health, is responsive to those who may be experiencing changes in their mental health and supports members of the community who are carers of people with mental ill-health.

What we believe in

- Promotion of wellbeing as a ‘whole person’ approach with important links between physical and mental health
- A supportive culture that encourages early identification of changes in mental health status
- Supported disclosure of individuals who experience a decline in mental health
- A normalising approach that recognises changes in mental health status dependent on life stressors and other factors. We aspire to the notion that people can recover and make positive change to their mental health with support and varying forms of management and treatment approaches.

What we will do

| Promote positive mental health and wellbeing | Improve mental health/ill-health literacy | Support people in the Western Sydney Community who are experiencing mental health difficulties/health difficulties/mental ill-health | Provide organisational responses that support mental health and wellbeing | Research and Evaluate |
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| Promote a positive and supportive working and learning culture that encourages individuals to achieve | Increase University members' knowledge and awareness of mental health | Develop a culture and processes that encourage early identification of mental ill-health | Foster a culture that encourages wellbeing | Evaluate the effectiveness of the mental health and wellbeing strategy |

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| optimum personal learning or capacity in the workplace | | | | |
| Facilitate social/peer support mechanisms | Provide contemporary education and training to members by a variety of delivery modes and methods | Provide support services for students and staff | Develop processes that encourage safe disclosure | Benchmark with other universities and workplaces |
| Commitment to Primary Prevention by establishing a Strategic Partnership with Population Health – Nepean Blue Mountains and Western Sydney Local Health Districts through a Memorandum of Understanding (MoU) | Engage with external health providers up-to-date mental health educational resources | Link in with local services for treatment options | Develop clear processes for mental health crisis situations with the aim of reducing distress and ensuring the safety of those involved | Scope national and international literature in regards to university mental health needs and workplace mental health and wellbeing practices |