

# Student Minds SUs Information Pack

## What is Student Minds SUs?

Student Minds SUs is a community designed to empower you and your students union (SU) to become leaders in mental health. The programme exists to support students' unions that are committed to implementing a whole union approach to mental health and wellbeing, working towards the principles of good practice in [the Mentally Healthy SUs Framework](#).

We believe students' unions play a vital role in ensuring universities are places that support the positive mental health and wellbeing of their communities. They can be role models for the sector and a force for good, advocating for and empowering students to create change locally and nationally.

Through Student Minds SUs, we partner with a cohort of amazing SUs with the aim to equip, support and develop them to tackle challenges relating to mental health in higher education. With our support, we hope that SUs can play a leading role in shaping a better future for student mental health, but also those sabbatical officers, volunteers and staff members who are leading the change.

## Who is the programme for?

The programme is designed to support SU staff, sabbatical officers and students who are eager to demonstrate leadership. Working collaboratively, we want to help you explore new ways of working to make mental health an organisation-wide priority, with the aim to positively impact the mental health and wellbeing of your communities.

The programme will bring together SUs from across the UK to build a peer network, a group of people who really understand what you're going through.

“We have been working with Students Minds helping since 2019 when a group of students' union partners worked with them to create a program that helps us help our students and promote opportunities for good mental health. They have supported us to understand our potential, building a clearer understanding of what we do that influences mental health so that we can best embed this within our future strategy. Now, perhaps more than ever, being able to support our students is critical to our organizational purpose and working with the Student Minds partnership helps us to deliver on that need.”

BEN VULLIAMY  
CEO, University of York Students' Union

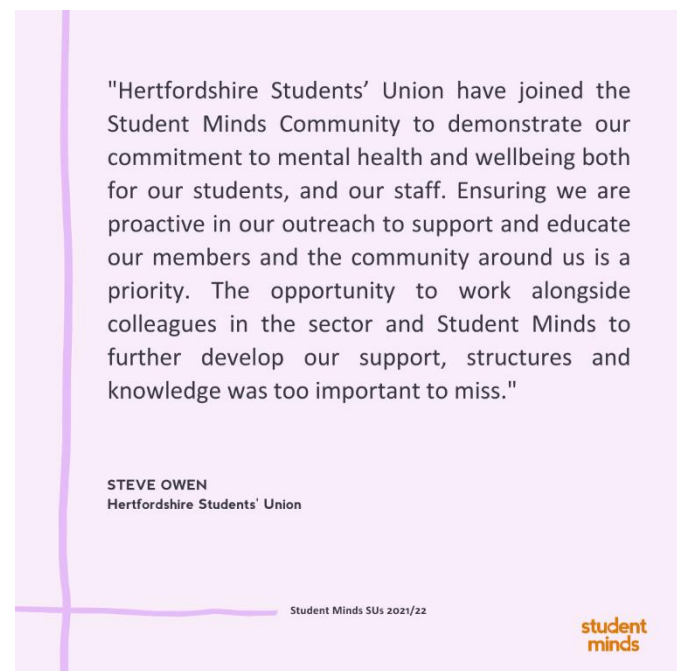
Student Minds SUs 2021/22



## Why join the Student Minds SUs programme?

Even before the Covid-19 pandemic student and staff mental health has been a focus of growing concern in the UK. With a weight of evidence suggesting that large numbers of students and staff are experiencing poor mental health at university. Impacting student experience. We know how much this impacts university life as students experiencing mental illness are more likely to withdraw, underperform and are less likely to secure higher level employment or go on to postgraduate study.

Poor staff mental health and wellbeing has been linked to negatively impacting performance, an increase in sick-days, and staff turn-over. We know that in the last couple of years across the higher education sector, burnout, struggles with remote working and keeping a work/life balance as well as job insecurities have all had an impact on the mental health of our staff. Staff and student mental health are **interrelated** and **interdependent**. It is important we work to support both.



Students' unions are uniquely positioned to influence positive change and role model good working practices. For example as an employer, as a volunteer manager and its key role to building community on campuses. Take a look at our [Mentally Healthy SUs Framework](#) to learn more about the key roles SUs have in mental health and wellbeing of their communities

The Student Minds SUs programme recognises that addressing the issue of mental health is not something that any one institution can do alone or that there is a one size fit all approach. We know that our environment is a key determinant of mental health, from our physical, cultural, social and personal environments. We therefore need a multi-stranded approach to supporting mental health and preventing mental illness that includes:

- Safe and effective mental health services
- A range of proactive interventions
- A mentally healthy environment

This is a complex problem that is better addressed by bringing the collective knowledge of the sector together. Different approaches will fit different contexts. The Student Minds SUs programme has been designed to connect unions that are committed to working towards change. We bring together members of the programme to share their experiences, expertise and work together to build a better understanding of the unique challenges that students' unions face.

## **Through the programme your SU will gain:**

- An understanding of mental health and the key challenges to creating mentally healthy communities.
- An understanding of a whole-organisation approach to SU mental health and using tools to implement this.
- Learning from peers, research and mental health leaders about good practice in promoting mental health and wellbeing.
- Challenging how received ways of working can impact staff and student mental health and identifying ways to challenge this.
- Effectively collaborating and sharing learning to create positive impact on a national scale.
- Shaping a community of practice around SU mental health.
- Empowering staff and student leaders to build the knowledge, confidence and skills to be advocates and agents for change in promoting mental health and wellbeing.

## **Membership benefits**

### **1. Online webinars with live sessions**

Our online webinars aim to help set you up to engage with the framework and a whole union approach. As a member you will get access to four x pre-recorded videos on achieving a whole union approach to mental health and wellbeing followed by four live online workshops to connect with the community of SUs working towards a whole union approach.

### **2. Network Events**

Our network events bring the community together to share ideas and good practice on the principles of the Mentally Healthy SUs Framework. There will be two sessions delivered online and two sessions in person each year. Events are based around specific principles in the Mentally Healthy SUs Framework where programme members have identified development needs. Network events are open to all staff members and sabbatical officers at your SU.

### **3. Progress review meetings**

Meet with a member of the Student Minds Sector Improvement Team for two annual progress review meetings, where you will reflect on your SUs progress towards the Mentally Healthy SUs Framework, share learning and have the opportunity to get advice from the Student Minds team based on our expertise, for example on how to implement a whole-organisation approach to mental health, help you to develop a really effective mental health campaign, or explore how to create positive impact for students at your university.

### **4. Sabbatical officer drop in sessions**

Our sabbatical officer drop in sessions are an opportunity for Officers on the programme to connect and share experiences with each other. These sessions will take place three times a year.

## **5. Key contact meetings**

An opportunity for key contacts from different unions to meet each other and share progress towards a whole union approach. The sessions aim to share best practice and discuss challenges and progress towards the Mentally Healthy SUs Framework with a focused group of the community. In contrast to our network event meetings that are focused on specific principles, at these meetings you are able to discuss challenges and ideas around your approach as a whole.

## **6. Jisc mail**

You will have access to our jiscmail where you can connect with others, ask questions, start discussions and share resources and ideas in-between meetings.

## **7. Regular insights briefings**

We will share learning from our national research projects, our listening and programmes such as the University Mental Health Charter and Student Space, to inform your activities.

## **8. Introduction to mental health in HE for 10 people**

To start to create a shared language to mental health and wellbeing, each SU will have access to 10 places to our online course Introduction to Mental Health in HE. This course is ideal for new staff.

## **9. Access to additional training and support options**

Student Minds SUs members have access to a range of training sessions, support and development opportunities. Developed especially for SUs that aim to equip your people with the knowledge, confidence and skills to develop the best approaches to mental health. Our add-on model allows you to build a programme which is directly relevant to you and your priorities and only pay for what you need.

- **Look After Your Sabbs:** a practical workshop looking at structures and culture in the SU to ensure that sabbatical officers can be well supported in order to thrive and perform.
- **Campaigning and creating positive change:** to empower your SU officers and staff to follow our LEAD model of mental health campaigning in creating their own mental health campaigns.
- **Strategy workshop:** to support you to develop a whole-organisation strategy for mental health and wellbeing.
- **Introduction to mental health in HE:** aiming to provide foundational knowledge and shared understanding of mental health among your staff and students.
- **Appraisal visit and improvement Plan:** a one-day appraisal visit from an expert consultant who will work with the SU leadership team, staff and students to evaluate your progress towards a whole-organisation approach to mental health and create a tailored improvement plan.

Discounted access to our established Train the Trainer Programmes:

- **Look After Your Mate:** Our innovative and engaging online training programme enables university and SU staff to deliver our Look After Your Mate workshop. The workshop empowers students to support friends experiencing mental health difficulties, whilst looking after their own wellbeing.
- **Mental Health in Sport:** Our Mental Health in Sport programme equips staff involved in higher education sport with the knowledge, confidence and skills to make sport at their university inclusive of individuals experiencing mental health difficulties.

See more information and pricing in the appendix.

## What is expected of you?

For participation in the programme to lead to real, sustainable change, there are enabling conditions:

- A senior manager to be the strategic lead, who has a visible commitment to improving mental health across the whole organisation and is responsible for communicating the purpose of the programme to staff and students and ensures that learning leads to change.
- Staff and student leaders have **the time, space and support** to engage with the full range of the programme.
- Staff and student leaders regularly contribute to the community and share learning.
- We also expect you to have one or two active key contacts who are our first point of contact, who share information from Student Minds with your SU community.

*Please note, every member of staff has a role in achieving a whole-union approach and this work will require commitment from staff across the organisation, particularly those with key roles in leading or delivering on areas within the 10 principles of the Framework or roles set out in the Framework. Programme activities are open to any staff and students across the institution that may find them relevant or beneficial. We would encourage staff who are less familiar with mental health and wellbeing initiatives to engage in the programme.*

## Fees

Student Minds SUs provides a unique opportunity to engage with leading thinking and approaches around university mental health, connect with others and provide the tools for creating real change in a format that is built around your priorities. Student Minds is a charity and not a profitmaking organisation. Fees will only be used to cover the full cost of delivering and developing the Student Minds SUs Programme to the benefit of participating students' unions.

**Fees for 22/23 cohort are:**

£3225 per annum, or £9000 for 3 years.

For student unions who have their **university** on our **University Mental Health Charter Programme** or are **continuing Student Minds SUs members**, the annual fee will be £3000 per annum or £8370 for 3 years.

## How to apply

Applications for the 2022/2023 academic year are open until the Friday **30<sup>th</sup> September 2022** at 23.59.

The programme will start the w/c 10 October 2022 and end the 31st of July.

Programme members should complete the [online application form](#), with information about your SU and providing a key contact.

## Pricing for Additional Training and Support

### Appraisal and Improvement plan

The appraisal is an opportunity for you to explore your progress towards a whole organisation approach to mental health, as set out in the Mentally Healthy SUs Framework, with support from the Student Minds team or one of our experienced associates. During a one day visit in person (where possible), we will talk to your leadership team, staff and students to identify any strengths and areas for improvement and work with you to decide on a series of actions to take forward.

#### What you get

- 1-hour briefing session
- 1 full day appraisal visit in person (where possible)
- 1-hour debriefing session
- 1 improvement plan report

#### Who is it for?

The Appraisal is for SUs who want an overview of the SU's areas of strength and areas for improvement to support them to work towards the good practice principles of the Mentally Healthy SUs Framework. In the appraisal it would be good to meet your senior leadership team, staff from different departments, sabbatical officers, student leaders and advice services if applicable.

Price: £2655 (+VAT) per appraisal

### Campaigning and creating positive change

This is a comprehensive, practical introduction to advanced campaign theory and planning techniques, delivered in an intuitive and easy to understand way. The training is built around Student Minds bespoke LEAD Model, drawing upon insights from contributors with decades of campaign planning and delivery experience between them, highlighting to participants how to:

- **Listen** effectively to diverse student communities
- **Empower** students and unions to make effective change
- Take **Action** that produces tangible campaign results
- **Debrief** and impact monitor/report effectively

#### What you get

- 6 pre-recorded webinars explaining Student Minds LEAD model for campaigning, including one bespoke to SMSUs



- Downloadable resources and tools to aid in campaign planning/impact monitoring
- 2 hour online Zoom workshop for up to 10 people.

### **Who is it for?**

This session is for SUs who want support with Principle 5 of the Mentally Healthy SUs Framework relating to co-production and campaigning. This session would be most suitable for sabbatical officers and staff working on campaigns/supporting student campaigners.

Price: £745 per session per SU for up to 10 people.

## **Intro to Mental Health in HE**

This session is designed to give you a basic introduction to student mental health-what the current landscape looks like, the challenges students face and some key signposting tips.

The aims are:

- To give an introduction to student mental health in higher education
- To give attendees the knowledge of how we talk about mental health (at Student Minds)
- To increase confidence and knowledge of available support and typical services

### **What you get**

- 2 hours pre-recorded webinar
- Access to a workbook.
- You can register an unlimited amount of staff.

### **Who is it for?**

This session is for SUs who want support with Principle 3 of the Mentally Healthy SUs Framework related to creating a shared language and understanding of Student Mental Health.

This session is suitable for any sabbatical officers or staff who want to get an introduction to student mental health, it is ideal for new starters.

Price: £45 per person

## **Strategy Workshop**

This workshop aims to facilitate staff and student officers in developing a strategic whole-organisation approach to mental health.

### **What you get**

- 30 minutes Pre-recorded webinar and pre-workshop survey
- 1 day facilitated workshop (hosted in person at the SU if possible)
- 15 people can attend



This session is for SUs who want support with Principle 1 of the Mentally Healthy SUs Framework relating to a strategic whole union commitment to mental health and wellbeing. This session should be attended by representatives from the senior leadership team, managers, sabbatical officers, a range of staff members and a university representative if appropriate. The session is for a minimum of 6 and a maximum of 15 people.

Price: £1130 for a one day session per SU

## **Look After Your Sabb**

A workshop that focuses on how to create an environment and culture that supports sabbatical officer wellbeing. Together we will start to produce an action plan for SUs to implement.

### **What you get**

- 3 hours in person workshop hosted at the SU (where possible)
- An action plan to implement.

This session is for SUs who want support with principle 6 of the Mentally Healthy SUs Framework relating to well supported and thriving Sabbatical Officers. It is for the whole sabbatical officer team and the staff members that support them. This session requires the whole sabbatical officer team to be in attendance. Up to 10 people can attend.

Price: £735 for a 3-hour workshop per SU

## **Look After Your Mate Train The Trainer**

This is a [‘train the trainer’ model workshop](#) which will give union staff the knowledge, confidence and skills to run mental health literacy and informal peer support workshops for student leaders, societies and the general student population. Appropriate for anyone supporting student volunteers or representatives in their roles. The aims of the course are:

- To increase understanding of student mental health and the position of the student workshop within Higher Education.
- To equip trainers to deliver the workshop to students
- To ensure you understand your requirements as a Student Minds trainer

### **What you get**

- Train the Trainer training session.
- Pre-recorded webinars and live workshop.
- Access to training materials, workbooks and training notes.
- Becomes a licensed trainer for **2 years**.

- As a part of our extensive trainer network; Access to a Trainer Hub and CPD with other members of the trainer network.
- One session fits up to 10 people

### Who is it for?

This session is for SUs who want to work on principle 9 of the Mentally Healthy SUs Framework relating to equipping student leaders with the knowledge, confidence and skills to understand their role in supporting student mental health and disclosures. This session is most suited for anyone supporting student volunteers or representatives in their roles. As an in-house session it will be held for a minimum of 6 and maximum of 10 people. You may book on individual staff members to conduct the training with staff from other institutions

Price: £255 per person (excluding £60 license fee). Discounted price for SMSU members only.

## Mental Health in Sports Train the Trainer

This is a [‘train the trainer’ model workshop](#) which will give union staff the knowledge, confidence and skills to run mental health literacy and informal peer support workshops for sports clubs, teams and committees. Appropriate for anyone supporting student volunteers or representatives in their roles. The aims of the course:

- To increase understanding of student mental health and the position of the student workshop within Higher Education.
- To equip trainers to deliver the workshop to students
- To ensure you understand your requirements as a Student Minds trainer

### What you get

- Train the Trainer training session.
- Pre-recorded webinars and live workshop.
- Access to training materials, workbooks and training notes.
- Becomes a licensed trainer for **2 years**.
- As a part of our extensive trainer network; Access to a Trainer Hub and CPD with other members of the trainer network.

One session fits up to 10 people

### Who is it for?

This session is for SUs who want to work on principle 9 of the Mentally Healthy SUs Framework relating to equipping student leaders with the knowledge, confidence and skills to understand their role in supporting student mental health and disclosures.

This session is most suited for anyone supporting student volunteers or representatives in their roles. As an in-house session it will be held for a minimum of 6 people and a maximum of 10

people. You may book on individual staff members to conduct the training with staff from other institutions.

Price: £265 per person (excluding license fee of £60). Discounted price for SMSU members only.

## Testimonials

"The course delivered a really well-rounded critique of mental health and wellbeing and how I can support students who struggle with mental health. I have never personally viewed mental health on a continuum and that has really helped me to further understand how and why people's mental health fluctuates." – **Intro to Student Mental Health Attendee**

"I've had such great feedback from colleagues who enjoyed being part of the process and are very much looking forward to next steps with this work. It was a really enjoyable and productive couple of days that will go a long way towards building energy and enthusiasm for this work, as well as a shared sense of ownership across the organisation." **Strategy Workshop Attendee**

"The Appraisal was very useful for us to learn where we are now and identifying where we want to get to." – **Appraisal attendee**

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