

NTI Mental Health Strategy

Scope

The NTI Student Mental Health Strategy has been developed in response to the increasing prevalence and complexity of mental health difficulties. The strategy is informed by the NTI values of:

Compassion – openness to and awareness of our interdependence with others, being present to others, empathy with and kindness to others, especially those who are suffering.

Wisdom – inquiry, understanding and appreciation of the history and insights of traditions and disciplines of knowledge, with emphasis on Buddhism and the social and health sciences through contemplation and deep reflection, conducted with intellectual openness and collegiality

Committed Service – a sense of vocation in the service of all living beings, and an ordering of our priorities and energy towards the needs of and opportunities for our community, our country and our world.

Practice – time for reflection and development of ourselves, mindfulness and concentration, moment to moment, day to day, to bring compassion and wisdom to each interaction with others, communicating truthfully, working harmoniously, doing no harm, and acting ethically in our professional roles

Strategy Statement

Our strategy takes a whole-of-institution approach to improving student mental health and outlines our approach to fostering a safe and inclusive environment that actively promotes positive mental health and wellbeing across the institution. Our students will experience and develop:

- Personal resilience and self-management;
- Engagement in and with their communities;
- Compassion for others and themselves;
- Sense of personal achievement; and
- Feelings of affiliation with fellow students and the institution

Objectives

1. To raise awareness and promote positive mental health among our students.
2. To enhance mental health literacy among our students and staff.
3. To facilitate a whole-of-institution approach to supporting students who experience mental health difficulties.
4. To promote the mental health and wellbeing of all students

Actions to Deliver the Mental Health Strategy

1. **Accessible and inclusive policies and procedures:** Our policies and procedures are student-centred and provide appropriate interventions when students are at risk of self-harm or harm to others.

Policies and procedures are published on the NTI public facing website. These policies include:

- Assessment Policy and Procedures;
 - Code of Conduct for all staff
 - Incident Reporting and Management Policy
 - Student Critical Incident Policy
 - Discrimination, Harassment and Equal Opportunity Policy
 - Policy and Procedure on Managing a Student Threatening Self-Harm
 - Serious Student Health Conditions Policy and Procedures
 - Student Grievance Policy
 - Student Misconduct Policy
 - Prevention of Sexual Assault and Sexual Harassment Policy
 - Disability Policy – Students
2. **Institution-wide approach to mental health literacy:** Workshops, training programs and online resources for students and staff that assist in improving understanding and practice of positive mental health.
 3. **Learning and teaching environments that are based on inclusive practice:** Learning design, subject content and our approach to contemplative pedagogy promote an inclusive environment that fosters well-being.
 - Curriculum will be delivered to support student mental wellbeing by being inclusive of diversity and multiple perspectives.
 - Inherent requirements are established and available for students in relation to every course.
 - Resources and appropriate physical and virtual tools and teaching spaces are provided to promote active and collaborative learning.
 - Students are provided with regular and meaningful feedback on their learning in all subjects
 - Staff are aware of the ways in which students with Education Inclusion Plans can be supported in their studies.
 4. **Creation of a supportive *campus* community:** Active promotion of connectedness and affiliation among students and with the institution.
 - Effective orientation and induction to the institution, its support services and community.
 - Respectful relationships and safety on campus are promoted through the Institute's commitment to the Respect. Now. Always. program.
 - All University staff are committed to supporting students.
 - Information on staff availability is readily accessible to students.
 - Support services and programs are available including access to Counselling; the Academic Skills Support and Wellbeing community of practice.

5. **Accessible support services:** Provision and promotion of support services for students and staff who experience mental health difficulties. Students with identified mental health conditions are supported by an Education Inclusion Plan. Staff are aware of the internal and external support services assist students with mental health conditions.
 - Information on support services is easily accessed on the public facing website and the Student Portal.
 - Students have access to external medical services situated in close proximity.
 - Access to a free confidential counselling service is available to all students and staff.

6. **Effective early identification and intervention:** Training and resources are available to inform students and staff of appropriate responses to situations in which a student exhibits behaviours that suggest they may be at risk of self-harm or harm to others.
 - Confidential external counselling services are promoted to staff and students

7. **Coordinated crisis management:** Critical Incident Management Framework directs staff on how to respond in crisis situations.