Objective 1. Mental health and wellbeing are embedded into University policies, plans and strategies						
	Foundation Actions	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
1.1	Student Life and Human Resources Services Centre (HRSC) to undertake analysis of key student and staff data to benchmark and understand the current status of mental health issues across the university community and report to established university committees using a data dashboard approach	May 2021 ongoing	Director of Student Life	Key metrics relating to student and staff mental health (MH) and wellbeing identified and reported via a data dashboard.	Identification of student MH data has commenced with collation of data from Health Services, Counselling, Equity, Diversity and Disability Service, Student Success and Fitness to Study (F2S). Data dashboard reporting has commenced with F2S data. Data analytics from student communications have been identified to allow evaluation of student engagement with mental health and wellbeing emails/ news stories. Staff MH data currently collated includes EAP usage and engagement with ECU Live Life Longer staff wellness program.	In progress
		January 2022 -	HRSC (SER)			
1.2	Establish student reference groups (including those with a lived experience of mental health issues) and staff reference group/community of practice (incl. academic leaders, accredited Mental Health First Aiders, and staff experts) to inform actions to be developed and implemented as part of this strategy.	May 2021 - December 2021	Program Coordinator (PC) in consultation with Director of Student Life and HRSC.	Staff and Student Reference Group/s established.	Steering Committee established (inclusive of staff plus guild student representatives). Membership formed from strategy development reference group with addition of key members to inform and progress actions across the strategy's six objectives. Student Reference Group to be developed in consultation with Schools and Student Life.	In progress

1.3	Develop a clear implementation plan with defined responsibilities and identified resources distributed effectively across all Schools and Areas to support the ongoing development of this strategy.	May 2021 - September 2021	PC	Action Plan for Foundation Phase disseminated to all Schools and Areas and available on the ECU webpage	Draft Action Plan for Foundation Phase has been reviewed by the Mental Health Strategy Steering Committee and is for endorsement by the Equity and Diversity Committee (September meeting).	In progress
1.4	Use learnings from other evidence-based university-wide mental health strategies across Australia and internationally to inform the ongoing development and implementation of actions in this strategy.	May 2021 ongoing	PC	Desktop review of Australian institutions completed. Ongoing review of scholarly evidence base and best practice initiatives locally and internationally.	A desktop review is being conducted of Australian institutions' mental health strategies and associated initiatives.	In progress
1.5	Develop a university-wide process for assessing mental health risks to students, staff, and others using a psychosocial hazard risk assessment built into ECU's established risk management processes.	January 2022 -	Director of Student Life	Safer Communities team and additional subject matter experts from Schools to determine a psychosocial hazard risk assessment process for students.		To commence
		November 2021 -	HRSC (SER)	HRSC to develop and implement a psychological risk management process applicable to staff in accordance with OSH legislative requirement (Act and codes of practices) HRSC to identify if possible (and if so, how), to integrate into RiskWare and other existing safety management system processes.		To commence

Objective 2: Promote mental health and wellbeing by facilitating a positive, supportive and inclusive university culture.						
	Foundation Actions	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
2.1	Develop a positive, healthy and inclusive campus culture so all students, staff and others feel they belong by actively promoting existing ECU strategies and initiatives that strengthen and promote the diversity of ECU Community across all campuses and in the online environment (e.g., ECU Equity, Diversity and Inclusion Blueprint 2020-2021, Staff Health and Wellbeing program, Respect. Now. Always).	May 2021 ongoing	PC; HRSC (WSC); Director of Student Life;	Develop a Mental Health Strategy webpage actively promoting initiatives across the university. Identify key teams and programs (staff and students) contributing to the healthy, inclusive campus culture and actively promote initiatives via awareness campaigns, events and the webpage. Awareness campaigns undertaken to promote help seeking and the lived experience of university community members with mental health issues.	Mental Health Strategy webpage established. Identification of key teams and programs contributing to a healthy, positive campus culture has commenced. Planning is underway for the launch of the Mental Health Strategy in collaboration with the Blue Tree Project to coincide with World Mental Health week (October 11). As per 3.4, awareness campaign featuring students with lived experience of mental health issues is being undertaken by Counselling with support from the Equity Projects team.	In progress
2.2	Student Life to develop a feedback loop to students indicating how their responses in the biennial Student Services and Facilities Evaluation (SSAFE) survey 2019 (and future survey rounds) have been acted on (i.e. 'You said, we did').	On hold	Director of Student Life	Feedback loop developed for SSAFE survey.		To commence

2.3, (2.4 students), 3.2 & 6.1	Audit and enhance signposting of existing on campus mental health and wellbeing services (incl. safe places) to ensure visibility and access. Develop and promote a decision-making map to assist students and staff who are concerned about someone's mental wellbeing and how to best handle the circumstances. Promote established reporting systems to students. Resource, develop and provide a highly visible and well promoted online tool so students and staff can easily seek mental health support, assistance and other curated resources during a mental crisis using existing online systems (e.g., Blackboard, Staff Portal), whether it be for themselves or another student or staff member.	May 2021 ongoing	Director of Student Life; HRSC	Audit completed of signposting for MH and wellbeing services at all campuses. Enhancements undertaken in response to audit. Decision making maps developed and distributed to staff across Schools and support services. Established avenues for reporting issues e.g., Complaints, Sexual Assault or Sexual Harassment, promoted to students. Links to crisis support highly visible and well promoted.	Review of communications including visibility of services, decision-making maps to support students and crisis support, is ongoing. Traffic light document has been developed for decision-making when managing students in distress. Development of School and service specific resources has been ongoing including WAAPA wellness guide, SNM Student Experience Toolkit and Supervisor resource for HDR student mental health.	In progress
2.4	Promote established reporting systems to staff (e.g., Riskware) to report psychologically unsafe environments.	January 2022 -	HRSC (SER)	Established reporting systems promoted to staff and terminology e.g., 'psychologically unsafe environment' defined and understood.		To commence

| 2.5 | Develop manager and supervisor with the capability to create positive and open work environments and guide staff in managing job demands using the Leadership Capability Framework and associated professional development program. | February 2022 – December 2022 | HRSC (WSC) | Psychosocial/psychological framework identified and defined Review and revise as required Leadership Capability Framework (consider also Role Based Development Framework) Review and revise as required Manager/Leadership development programs | | To commence |

Objective 3: Promote mental health and wellbeing awareness and literacy through a strength-based approach across University environments						
	Foundation Actions	Timeline	Responsibility	Indicator/action	Progress	Status
3.1	Improve the mental health literacy and awareness of all students and staff by normalising discussions on mental health and mental wellbeing issues across the university and within schools using consistent mental health messaging.	May 2021 ongoing	Director of Student Life; HRSC; CLT	Identify avenues for students to participate in training on mental health awareness and literacy. Promote mental health literacy training to staff (MHFA) and identify alternate avenues for mental health literacy and awareness training (e.g., consider development of short module) Number of staff participating in training on mental health awareness and literacy.	 Identification of current numbers of MHFA compliant staff has been undertaken per Service area and School.	In progress

3.3		Student Life to develop a short introductory student module to promote personal mental health and wellbeing whilst studying, to reduce stigma, outline the role of Learning Assessment Plans (LAPs) and introduce inclusive language.	September 2021 - April 2022	Director of Student Life	Introductory student module developed.		To commence
3.4		Student Life and Human Resources Services Centre (HRSC) to develop regular information campaigns to raise awareness on mental health and wellbeing issues across ECU and within schools using existing programs.	June 2021 ongoing	Director of Student Life; PC HRSC (WSC)	Student awareness campaigns undertaken Number of students participating in awareness raising campaigns. Staff awareness campaigns undertaken Number of staff participating in awareness raising campaigns.	Planning is underway for an awareness campaign featuring students with lived experience of mental health issues. This is being undertaken by Counselling with support from the Equity Projects team.	In progress
3.5		HRSC to review all existing training and development program content (e.g. management development, staff health and wellbeing, personal excellence, customer service) and assess the need to include content on psychological health and safety, psychological injuries and the delivery of culturally safe services to improve mental health literacy and awareness in supervisory, course co-ordination and student-facing/frontline roles.	Feb 2022 - Dec 2022	HRSC (WSC)	Project plan and resourcing TBA		To commence

Objective 4: Provide mental health and wellbeing literacy resources for coursework and research curricula including appropriate pedagogies.						
	Foundation Actions	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
4.1	Centre for Learning and Teaching and Graduate Research School to develop resources for academic staff to provide quality feedback that gives students the confidence and motivation to learn and persist when they face challenges given the impact feedback/assessment results can have on student mental health and wellbeing.	May 2021 ongoing	CLT; Graduate Research School	Resources collated and/or developed to support academic staff to provide quality feedback.	A *Feedback for learning* micro-credential has been developed by CLT addressing providing quality feedback to students to give confidence and motivation to learn	In progress
4.2	ECU Education Committee to identify an evidenced-based approach to effectively engage with student mental health and wellbeing into curriculum to inform how mental health and wellbeing can support student academic success.	July 2021 ongoing	PC to identify evidence-based approaches; CLT	Evidence-based approach identified for embedding mental health and wellbeing into curriculum.	Identification of existing resources has commenced.	In progress

Objective 5: Provide early intervention and support for ECU community members experiencing mental health issues						
	Foundation Actions	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
5.1	Develop strategic partnerships with external mental health service agencies and providers to support student and staff early intervention initiatives and build on the established connections between these and ECU, its schools and academics.	May 2021 ongoing	Director of Student Life; HRSC	Strategic partnerships established with external MH service providers.	This work is ongoing through the Student Life Directorate	In progress
5.2	Human Resources Services Centre (HRSC) to review existing health and safety training for supervisors/managers and ensure course content provided on psychological health and safety, psychological injuries and the approach to supporting staff.	July 2021 - July 2022	HRSC (SER)	Review undertaken of existing health and safety training for supervisors/managers.	This is part of continuous improvement with training updated based on review processes	In progress
5.3	Establish and maintain a network of trained and accredited Mental Health First Aiders across all campuses to provide initial support to students and staff who are developing a mental health problem or are in a mental health crisis until professional help is available.	August 2021 ongoing	PC; HRSC (SER)	Community of practice established and maintained for MHFA trained staff. Development needs identified for MHFA trained staff and ongoing development plan established.	Working group established including PC, academic staff inclusive of MHFA instructors, HRSC (SER) and Manager Security. Development of MHFA Community of Practice model is underway.	In progress

Objective 6: Crisis management: Provide access to coordinated mental health and wellbeing services ensuring students and staff are supported in a timely manner						
	Foundation Actions	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
6.2	Develop and promote an ECU-wide guide to suicide and self-harm prevention, based on best practice and through community engagement to meet the unique needs of students and staff.	September 2021 - September 2022	PC; Director of Student Life	ECU-wide guide for suicide prevention developed and accessible to students and staff.		To commence