



Mental Health and Wellbeing Policy

1. Purpose

Western Sydney University International College (WSUIC) aims to create an enduring culture and environment that promotes and supports the health and wellbeing of all who study and work at WSUIC. WSUIC believes that the mental health and wellbeing of its staff and students is key to our organisational success and sustainability.

2. Scope

This policy applies to all WSUIC staff inclusive of professional, academic, contractors and casual staff and all students, regardless of study mode.

3. Policy Statement

3.1 WSUIC aims to promote positive mental health and wellbeing as part of its overall commitment to creating a healthy and safe workplace and environment. WSUIC is committed in implementing a number of strategies to achieve this, including:

- promoting positive mental health and wellbeing through policies, support services, information networks and regular health promotion campaigns.
- encouraging staff and students to adopt healthy lifestyle choices through active participation in a range of initiatives that support health and wellbeing.
- engaging with external agencies to promote mental health and wellbeing and develop strategic partnerships to streamline effective supports to staff and students.
- providing an environment that encourages staff and students to seek support early if they have declining mental health, and, as appropriate, provide support and adjustments suitable to their work or study needs to help them to achieve their potential.
- providing education and professional development to all staff to further develop mental health and wellbeing awareness.
- increasing awareness and providing education around stigma and discrimination in respect of



capacity of staff and students to respond effectively to support others.

- 3.2 WSUIC acknowledges the difficulties often faced by international students that can potentially impact on mental health, including (but not limited to):
- Culture and language difficulties;
 - Being away from family and friends and difficulty making new friends in Australia; and
 - Adjusting to a new pedagogical approach
- 3.3 WSUIC adopts the following actions and activities with a particular emphasis on the health, safety and wellbeing of students and staff. It contributes to the student engagement and retention by providing proactive learning approaches along with timely access to life and learning support.



Table 1: Actions and Activities for Enhancing Mental Health and Wellbeing

Action Area	Target Audience	Activities
<i>Foster engaging curricula and learning experiences</i>	Students	Ensuring curricula is engaging and students receive regular, informative feedback on their learning and progress
<i>Cultivate supportive social, physical and digital environments.</i>	Students and Staff	Providing cohesive, engaging extra-curricular activities that foster a sense of belonging for students from diverse backgrounds
<i>Strengthen WSUIC's community awareness and actions.</i>	Students and Staff	Running regular campaigns to raise awareness of mental health and wellbeing and redress stigma associated with mental ill-health
<i>Ensure access to effective services.</i>	Students and Staff	Ensuring availability of diverse, visible and discreet student services to support wellbeing and learning (eg counselling, academic skills, careers).
<i>Develop and implement a mental health and wellbeing strategy.</i>	Students and Staff	Develop an integrated approach to mental health and wellbeing, incorporating policies, programmes and practices that address specific college/campus risk profile.



4. Roles and Responsibilities

4.1 The College Director and Principal with support of the Executive Team is responsible for providing overall direction and commitment for this policy and to ensure the following:

- Facilitating the development and delivery of tools, information, training and education as necessary to support the effective implementation of this policy along with actions and activities;
- Providing independent and confidential advice and support to managers and workers; and
- Ongoing awareness raising and improving the organisation's literacy of, and capability with mental health and wellbeing.

4.2 All staff have the responsibility to:

- Take reasonable care of their own mental health and wellbeing and ensure their acts or omissions do not adversely affect others;
- Recognise their role in creating and maintaining a mentally healthy workplace;
- Actively engaging in education programs organised through Navitas, initiatives and conversations to build a positive workplace environment;
- Recognise and identify mental health and wellbeing issues with their colleagues and students.

5. Mental Health & Wellbeing resources

List	Contact
Western Sydney University Campus Safety & Security	1300 737 003
NSW Mental Health Line	1800 011 511
Lifeline	131 114
Suicide Call Back Service	1300 659 467
Domestic Violence	1800 656 463
NSW Rape Crisis	1800 424 017
Kids Helpline	1800 55 1800
Health Direct Australia	1800 022 222
NSW Poisons Information Centre	13 11 26
WSU 24-hour line for international students	1800 735 807
Overseas Student Health Cover	Emergency 1800 814 781



(Allianz) - for International students	
Transcultural Mental Health Service	1800 648 911
Reachout	www.reachout.com (opens in new window)
Beyond Blue	www.beyondblue.org.au (opens in new window)
Western Sydney University Counselling Service	1300 668 370 Western Sydney University Counselling Service (opens in new window)
Western Sydney University ecounselling	ecounselling@westernsydney.edu.au
Western Sydney University Disability Service	1300 668 370 Western Sydney University Disability Service (opens in new window)
Western Sydney University Mental Health & Wellbeing	westernsydney.edu.au/mhwb
Alcohol and Drug Info Service	1800 422 599
Western Sydney University Welfare Service	welfareservice@westernsydney.edu.au

6. Quality and Compliance

- 6.1 This policy is reviewed periodically (at a minimum every two years) to ensure regulatory compliance, operational currency, the identification of continuous improvement opportunities and risk identification and mitigation. This review is reflected in WSUIC's Risk Management Framework.
- 6.2 This policy will be available on the WSUIC website for students and the WSUIC SharePoint site for staff access.
- 6.3 Emails will be issued to all staff to inform and update them on any changes to the policy and/or procedures and guidelines.
- 6.4 New staff will receive policy information during the induction process where it relates to their position.

7. Policy Source

This policy has been developed and informed by the following sources:

- WSU – Mental Health and Wellbeing Policy
- WSU – Mental Health and Wellbeing Strategy
- Navitas – Mental Health and Wellbeing Response and Management Policy



8. Related Forms and Documents

N/A

9. Related Policies, Procedures, Guidelines and Legislations

- WSUIC Wellness Health and Safety Policy
- WSUIC Anti-discrimination, Harassment, Vilification and Bullying Policy
- WSUIC Privacy Policy
- WSUIC Staff Code of Conduct
- WSUIC Sexual Assault and Sexual Harassment Prevention and Response Policy
- WSUIC Critical Incident Management Policy
- WSUIC Risk Management Policy
- WSUIC Equal Opportunity and Diversity Policy

Approval and Amendment History

Approval Authority:	Western Sydney University International College Academic Board
Policy Owner:	College Director and Principal
Approval Date:	28/10/2021
Date for Next Review:	27/10/2023

Amendments		
Revision Date	Version	Summary of changes
28/10/2021	1	New Policy Developed
12/12/2023	1.1	Revised formatting and minor grammatical changes