



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

Create change

The University of Queensland

MENTAL HEALTH STRATEGY 2018-2020



OUR VISION

Healthy minds for the pursuit of success.

Introduction

The World Health Organization defines mental health as a state of wellbeing in which every individual realises their potential, can cope with the normal stresses of life, can work productively and fruitfully, and can contribute to their community.*

The UQ Mental Health Strategy acknowledges that mental health is not only influenced by individual attributes and behaviours, but by wider social, economic, cultural, geographical and political contexts that can contribute to protecting or diminishing an individual's mental health.

For the staff and students of The University of Queensland (UQ) to realise their potential, the University acknowledges its responsibility to include mental health within its core business.



Scope and timeframe

The UQ Mental Health Strategy will be implemented over the next three years. A number of core mental health initiatives will be immediately implemented, followed by the development of medium- and long-term actions that respond to evolving University needs.

Measuring success

The strategy will be regularly monitored and evaluated to ensure it is successful in achieving its aims. Specific measurements and indicators of success will be included against objectives in future implementation plans.

* Source: who.int/features/factfiles/mental_health/en



Mission

UQ aspires to create a supportive and inclusive culture that acknowledges the positive contribution that mental health has on creating the conditions necessary for the pursuit of personal and professional success.

The UQ Mental Health Strategy will enable an institution-wide, effective, efficient and sustainable approach to mental health.

Values

The UQ Mental Health Strategy aligns with the values of The University of Queensland:

- **The pursuit of excellence** through applying the best available evidence for mental health approaches to benefit the UQ community.
- **Creativity and independent thinking** through welcoming new ideas on how to support mental health from our staff, students, alumni and external partners. The UQ Mental Health Strategy provides the scaffolding to support intellectual freedom, courage and creativity.
- **Honesty and accountability** through a commitment to transparency in implementation and evaluation of the UQ Mental Health Strategy.
- **Mutual respect and diversity** through promoting a vibrant, inclusive and respectful environment to empower our community.
- **Supporting our people** through providing an inclusive, supportive university community where their safety and wellbeing are assured, and they have the opportunity to pursue goals and enrich their lives.



GUIDING CONCEPTUAL FRAMEWORK

The UQ Mental Health Strategy is guided by a strengths-based practice framework.

Strengths based

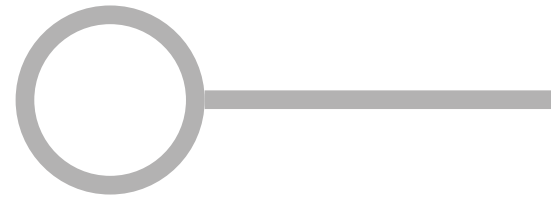
By focusing on our community's strengths, UQ can support and encourage students and staff to:

- maintain control of decision making while maximising their learning opportunities
- connect with their inherent strengths, capacities and possibilities for the future
- engage in positive health behaviours that promote mental health and enhance wellbeing
- develop early help-seeking behaviours.

Stepped care

By applying a stepped care model to the UQ Mental Health Strategy, UQ seeks to employ an evidence-informed hierarchy of strategies and interventions, from least to the most intensive, matched to the level of need. This model enables staff and students to access support suitable to their level of requirement.

KEY FOCUS AREAS



The six focus areas below seek to address mental health at every level of the University from organisation to individual.

6

Crisis management

By developing and communicating a clear crisis management response, UQ will ensure those in crisis receive the help and support they require in a timely and respectful manner.

5

Provision of mental health support services

By providing coordinated and timely access to UQ mental health services, supported by eHealth technologies and in partnership with community services, UQ will ensure all staff and students experiencing psychological distress and mental illness are supported.

4

Early recognition of staff and students requiring support

By improving the skills and knowledge required to identify and respond to those with psychological distress and early signs of mental illness, UQ will ensure timely access to services and resources.

3

Mental health awareness and self-management

By improving the mental health awareness, knowledge, and skills of our community, UQ will encourage open conversations about mental health, and promote self-care behaviours, including appropriate help-seeking.

2

A supportive, inclusive university that promotes mental health

By including mental health in the sociocultural activities and environments of the University, UQ will promote and protect the mental health of our community.

1

Institutional organisation, planning and policy

By embedding mental health as a key priority in decision making, UQ will positively influence the mental health of our community.

GLOSSARY

Crisis

Acute distress and imminent risk of harm to self or others. Crises can have a significant impact on student and staff mental health and their ability to reach their potential.

Mental health

Defined by the World Health Organization as, “a state of wellbeing in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community.”

Mental illness

A clinically diagnosable disorder that interferes with an individual’s cognitive, emotional or social abilities. The diagnosis of mental illness is generally made according to the classification system of the *Diagnostic and Statistical Manual of Mental Disorders (DSM-5)*.

Psychological distress

Emotional suffering that may be affecting daily functioning or abilities but without a diagnosis of mental illness.

Staff

All officers and employees of the University, persons acting in an honorary or voluntary capacity for or at the University, and Senators of the University.

Students

Current undergraduate, postgraduate and higher degree by research students who are studying full or part-time at the University.

UQ community

Current UQ students, staff, volunteers, official visitors, recognised individuals, honorary position holders, adjunct academic and support position holders, suppliers of academic placements or official suppliers of academic-related activity, and anyone contractually bound to comply with this Strategy.

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