



THE UNIVERSITY
of ADELAIDE

Student Mental Health and Wellbeing Strategy Baseline Audit

June 2023

**make
history.**

Background

The Student Mental Health and Wellbeing (SMHW) [Strategy](#) 2021 -24 was developed as a framework to empower the University community to recognise student mental health and wellbeing in their planning and delivery of core business.

Staff and student consultation identified the priority themes for 2022 related to each of the Strategy's five Action Areas. This information formed the basis of the SMHW Strategy 2022 Implementation Framework. Action Area leads were identified according to their respective roles, expertise and influence in each of the 5 Action Areas.

Action Area	Identified Lead
1. University Culture	Deputy Vice-Chancellor and Vice President (Academic)
2. Learning Experience	Pro Vice-Chancellor, Student Learning
3. Community Awareness	Executive Director, Human Resources Executive Director, Student Experience
4. Capacity Building	Pro Vice-Chancellor, Student Learning Executive Director, Human Resources Executive Director, Student Experience
5. Service Delivery and Response	Executive Director, Student Experience

While obtaining progress updates on new initiatives from Action Area leads for the 2022 reporting period, a scoping exercise was undertaken to gain insight into existing activities to establish a baseline. This information will allow the identification of gaps to set priorities for 2023-24.

As the scoping exercise was undertaken in 2023, there are new initiatives listed in the following tables that do not feature in the Student Mental Health and Wellbeing Strategy Report for 2022. Initiatives that have been delivered in 2023 will be noted as such.

It's important to note that this document is not exhaustive and should be viewed as a flexible working document that aims to build knowledge and understanding of the diverse activities that support student mental health and wellbeing across the University.

Any additions to the document can be requested by contacting the Student Health and Wellbeing team via studentwellbeing@adelaide.edu.au.

Action Areas

1. University Culture

Goal: Create a safe, supportive and respectful culture that is conducive to optimal mental health and wellbeing.

Priority enablers (2022-23)	Initiatives	Lead Area
A cultural commitment to listening and responding to students.	Evolution of the Student Engagement Committee (SEC)	Student Experience Team
	Mental Health Taskforce: A collective group that aspires to improve student wellbeing on campus. Collaboration with Student Representative Council, University Staff, Student Clubs and Organisations.	Student Representative Council (SRC)
	Support for the formation of the student led Disability, Illness and Divergence Association (DIDA).	Division of Academic and Student Engagement
	Creation of the Wellbeing Warriors student volunteer program.	Wellbeing and Access
	Introduction of a new Roseworthy Student Support Model to provide greater accessibility to counselling support both on campus and through subsidised external providers.	Roseworthy Vet Students for Mental Health (AVSMH) Student Life
	Development of an Access Room on North Terrace campus in response to a student proposal and recognised best practice.	Wellbeing and Access, Infrastructure and Library.
	Pilot of outreach Counselling Support at AHMS one day per week and virtual appointments to support students on placement.	Adelaide Medical Students Society & Student Life
	Improvement of the Adaptive Technology Room space and environment.	Wellbeing and Access
	Ongoing partnerships with student groups to identify system issues with regard to the name change processes. This work is in response to the National Union of Students' call to action regarding dead naming. An action group to target and resolve pain points for students has been established (2023).	Wellbeing and Access

	Local area activities with an imbedded commitment to listening to students: <ul style="list-style-type: none"> Disability Support and Disability, Illness and Divergence Association (DIDA). International Student Support and International Peer Mentors. Student Health and Wellbeing and Wellbeing Warriors. 	Student Life
Safe and respectful social, physical and online environments.	Realignment of the Safer Campus Community web resource for both staff and students to implement a whole of University response to safety (2023).	Integrity Unit Wellbeing and Access Human Resources
	Delivery of Sexual Assault and Sexual Harassment training to staff and students to improve knowledge and literacy in responding to sexual assault and sexual harassment: <ul style="list-style-type: none"> MATE Bystander Training - for students Recognise and Respond – for staff and students. 	Wellbeing and Access
	Coordination of the 'Safe Sex, No Regrets' locker as a resource for students to access free sexual health information, condoms and dams.	Wellbeing and Access
	Introduction of Talk Campus app to connect students with a mental health community of peers around the world.	Student Life
	Ongoing provision of specialist counselling support for students who experience sexual assault and sexual harassment.	Counselling Support
	Roll-out of the Wellbeing Champions Network. This network has engaged staff in professional and academic positions to participate in training to increase mental health literacy, support colleagues and students in accessing wellbeing support services and championing mental health and wellbeing in their respective areas of work.	Wellbeing and Access Deputy Vice-Chancellor and Vice-President (Academic)
	Introduction of Transforming Culture to drive implementation of KPMG recommendations.	Office of the Vice-Chancellor
	Creation of the Integrity Unit.	Transforming Culture Office of the Vice-Chancellor
	Review and refresh of the Safer Campus Community messaging with timely communication of essential information distributed via the Wellbeing Hub, Posters across all campuses, social media, digital screens and DVCA all of student emails.	Wellbeing and Access

Safe and respectful social, physical and online environments (cont).

<p>Review, consultation and endorsement of the Student Misconduct Framework (2023).</p>	<p>Transforming Culture Office of the Vice-Chancellor Student Life</p>
<p>Delivery of two online Ethics and Integrity Training modules to staff (2023):</p> <ul style="list-style-type: none"> • Sexual Harassment and Sexual Assault: What are the drivers and how can staff respond? • Understanding Power Dynamics and Close Personal Relationships. 	<p>Transforming Culture Integrity Unit Wellbeing & Access</p>
<p>Expansion of the Sexual Assault and Sexual Harassment Information Network (SASHIN). A network of University of Adelaide staff who provide information to students about their options for support and reporting SASH incidents.</p>	<p>Wellbeing and Access</p>
<p>Delivery of a suite of training to staff to support student mental health and wellbeing including:</p> <ul style="list-style-type: none"> • Brief Recognise and Respond (to SASH) • Students in Distress 	<p>Wellbeing and Access</p>

2. Learning Experience

Goal: Foster a flexible, engaging learning environment that recognises the mental health and wellbeing of students in its structure and delivery.

Priority enablers (June 2022-23)	Initiatives	Lead area
Resourced and Supported professional and academic staff.	Development of the 'Course Design Series' and Course Design Supporting Wellbeing' Artefact to support Course Coordinators in the design and delivery of courses which foster optimal individual mental health and wellbeing.	Learning and Teaching
	Counselling Support Complex Case team member allocated to each faculty to provide direct support for students in distress.	Wellbeing and Access
	Expansion and removal of associated fees for the accredited Mental Health First Aid training delivered internally to University of Adelaide staff (2023).	Wellbeing and Access
	Development and delivery of the 'Fast Track to Principal Supervisor' training	Adelaide Graduate Research School
	Development of two mental health specific training sessions for new and existing HDR supervisors including: <ul style="list-style-type: none"> • Simple strategies for supporting HDR students' mental health • Managing HDR student mental health for HDR supervisors. 	Adelaide Graduate Research School
Curriculum design and delivery that supports optimal individual mental health and wellbeing.	Endorsement of the Automated Course Availability) by the University Education Committee in response to a significant number of students not being able to access their MyUni courses within the agreed timeframes.	Learning Enhancement and Innovation (LEI).
	Introduction of the new Equity, Access and Participation Committee by VCE as a priority for the University.	Collaboration between Faculties, DVCEE and DASE.
	Universal design identified within the Education for a Digital World Strategy (2023).	Learning and Teaching

Student assessments and feedback – equality and equity piece to ensure that assessment design does not inadvertently disadvantage students. Assessments are communicated, explained and scaffolded.	Learning and Teaching
Integration of external professional captioning and transcription services with the University to improve the student experience of reasonable adjustments.	Wellbeing and Access
Ongoing implementation of Reasonable Adjustments to support learning, health and wellbeing needs.	Wellbeing and Access
Partnership between Disability Support and the Exams and Results office to improve systems and the subsequent experience of exams for students with disability.	Disability Support Examinations and Results Team.
Improved visibility of supports by establishing early engagement with commencing students through EnrolMe.	Disability Support ITDS
Ongoing delivery of mental health and wellbeing related training for HDR students through the CaRST program including: <ul style="list-style-type: none"> • Thriving in your life as an HDR • Reviving your life while doing HDR • The Imposter Syndrome • Confidence Fitness • Defeating Self Sabotage • The Self-Reflective HDR 	Adelaide Graduate Research School

3. Community Awareness

Goal: Build a knowledgeable University community with awareness and understanding to optimise individual mental health and wellbeing in all aspects of University life.

Priority enablers (2022-23)	Initiatives	Key responsibility
Reduced stigma and an inclusive community attitude to mental ill-health.	Delivery of engagement activities and initiatives at key points throughout the year with a specific focus on stigma reduction.	Wellbeing and Access
	Wellbeing@adelaide communications with a schedule of events, webinars and communications focused on wellbeing.	Human Resources
	Delivery of campaigns and initiatives at the Roseworthy campus with a specific focus on mental health in the Vet industry.	Wellbeing and Access
	Development of a dedicated student volunteering program 'Wellbeing Warriors' to share their voices in the development and delivery of campaigns and events.	Wellbeing and Access
	Development of the Roseworthy Wellbeing volunteer program to recognise the unique needs and experiences of vet students.	Wellbeing and Access
	Promotion of access to counsellors from diverse backgrounds including China, India, LGBTQIA+ and Aboriginal and Torres Strait island students.	Wellbeing and Access
	Introduction of a project officer position to develop a peer mentor program to attract, engage and retain students with Autism Spectrum Disorder (2023).	Wellbeing and Access
	Recruitment activity to engage diverse members of the Counselling team to deliver interventions in languages other than English.	Wellbeing and Access
	Development and launch of the student-led podcast 'What messes with your head?'	Wellbeing and Access
	Continued employment of students to form the Student Health and Wellbeing 'What messes with your head' blogging and social media teams.	Wellbeing and Access
	The development and delivery of a suite of collaborative events focusing on student health and wellbeing messaging: <ul style="list-style-type: none"> • Art of the Possible • Take a Break Carnival 	Student Engagement and Success Wellbeing and Access

Reduced stigma and an inclusive community attitude to mental ill-health (cont).	Delivery a program of events for the student community at all campuses with some targeted events focused on wellbeing outcomes: <ul style="list-style-type: none"> • Stress Less • Exam Rescue Station • Random Acts of Kindness • Walk and Talk • Gather and Grow • Build a Nest Fest 	YouX Student Representative Council (SRC)
	Promotion of Counselling Service directly de-bunking 'myths' about service provision.	Wellbeing and Access
	Communication of critical dates to students for Alternative Exam Arrangements through Student News, student email and digital screens.	Wellbeing and Access DASE Communications
	Provision of extensive resources to student, academic and professional staff on disability services.	Wellbeing and Access
Support for an early Intervention approach to mental health and wellbeing.	Ongoing utilisation of the Early Intervention Group (EIG) model that allows for a collaborative response to addressing student needs as early as possible.	Student Life
	Installation of 2 x Free HIV Vending machines on the North Terrace Campus with direct links to support.	Wellbeing and Access in partnership with SAMESH
	Student Communications team established within DASE.	Division of Academic and Student Engagement
	Delivery of the Welcome Back Festival, a campaign of activities and enhanced support services to welcome international students back to campus post COVID with a focus on: <ul style="list-style-type: none"> • Enhanced student welcome and on boarding • Wellbeing and social engagement support • English support 	Division of Academic and Student Engagement
	Implementation of the new delivery model for Orientation to ensure academic and personal support needs are considered.	Division of Academic and Student Engagement
	Delivery of the Succeed@Adelaide program utilising key times to highlight health and wellbeing initiatives to students with a key focus on peer-peer support.	Student Engagement and Success

Support for an early Intervention approach to mental health and wellbeing (cont).	Recruitment of Student Experience Coaches. Three roles attached to each faculty with the core remit to run 1:1 coaching sessions with students and the delivery of transition workshops during Orientation.	Student Engagement and Success
	Creation of the Senior Access and Equity Coordinator position to improve equity and support for students, particularly those from regional/rural areas, first in family, low SES backgrounds and mature-aged students (2023).	Division of Academic and Student Engagement
	Delivery of a suite of events for international students focused on early intervention, connection and inclusion.	Student Life
	Enhancement of cultural celebrations to increase a sense of belonging for international students including: <ul style="list-style-type: none"> • Lunar New Year • Eid • Diwali • Mid-Autumn Festival 	Division of Academic and Student Engagement
	Ongoing Promotion of Mental Health and Wellbeing Support Service via the AGRS and CaRST newsletters.	Adelaide Graduate Research School
	Promotion of Mental Health and Wellbeing Support Services via the CaRST fortnightly newsletter.	Adelaide Graduate Research School

4. Capacity Building

Goal: Build upon the resilience of students, and the skills and knowledge of staff supporting students, to navigate mental health and wellbeing challenges.

Priority enablers (2022-23)	Initiatives	Key responsibility
Mechanisms to ensure consistent, timely, University-wide information and responses in support of help-seeking behaviour.	Development and delivery of the Workplace Wellbeing Framework	Human Resources
	Development of the Health Leaders Domain to equip people leaders with tools and knowledge to support staff wellbeing.	Human Resources
	Program of mental health and wellbeing campaigns in line with the student life cycle.	Wellbeing and Access
	Delivery of a range of training sessions and workshops focused on improving mental health and wellbeing.	Wellbeing and Access
	Provision of AMHFA training to ensure culturally appropriate Mental Health support is available to Aboriginal students and staff (2023).	Wellbeing and Access
A University community with improved mental health literacy.	Introduction of the Respectful Researcher Training to support new supervisors and post graduate coordinators focusing on appropriate relationship development between staff and students.	Adelaide Graduate Research School Wellbeing and Access
	Introduction of a suite of wellbeing training for HDR supervisors including: <ul style="list-style-type: none"> Simple strategies for supporting HDR student mental health (new supervisors) Managing HDR student mental health (broader supervisor cohort). 	Adelaide Graduate Research School
	Training provided to the University Community on Disability Support and Reasonable Adjustments.	Wellbeing and Access
	Development of Disability Support Faculty Champions to increase the awareness of and strengthen to collaboration between faculty and Disability Support.	Disability Support, Faculty Student Success Teams and Student Experience Coaches

	<p>Ongoing delivery of Mental Health First Aid to support staff and students to expand their knowledge, understanding and capacity to respond to support student mental health and wellbeing.</p>	<p>Wellbeing and Access</p>
	<p>Expansion of Career and Research Skills Training (CaRST) program in response to student need to include two new courses:</p> <ul style="list-style-type: none"> • Being a Resilient Researcher • Thinking Resiliently as a Researcher 	<p>Adelaide Graduate Research School</p>

5. Service Delivery and Response

Goal: Delivery high-quality, evidence-based, appropriate, accessible and timely services to support optimal individual student mental health and wellbeing.

Priority enablers (2022-23)	Initiatives	Key responsibility
Differentiated mental health and wellbeing approaches for identified student groups.	Provision of tailored approaches and responses to suit the individual needs of students (I.e. single engagement to intensive support).	Wellbeing and Access
	Provision of Reasonable Adjustments support services to Primary Carers of a person with a documented disability or health condition (2023).	Wellbeing and Access
	Develop robust guidelines to support needs of students related to Service Animals.	Disability Support
	Subsidised student accommodation for high risk and vulnerable students with mental health and wellbeing concerns in conjunction with Housing SA.	Student care Accommodation services
	Introduction of a Roseworthy Student Support Model to provide greater accessibility to counselling support both on campus and through subsidised external providers.	Wellbeing and Access
	Engagement of an Aboriginal and Torres Strait Islander Counselling to provide direct support to the Aboriginal and Torres Strait Island student community.	Wellbeing and Access Wirltu Yarlur
	Pilot of outreach Counselling Support at AHMS one day per week and virtual appointments to support students on placement.	Wellbeing and Access
	Subsidised accommodation for high risk and vulnerable students with mental health and wellbeing concerns.	Student Care Accommodation Services
	Ongoing coordination and delivery of Breakfast Club which provides nutritious food, connection to community and direct referral other support services.	Student Care
	Student Critical Incident and Response Policy and Procedure.	Student Life

	Financial assistance including the provision of food hampers, supermarket vouchers, food bank vouchers and emergency grants for students in financial distress.	Student Care
	Provision of Student Loans for domestic students and management of Grants (e.g. Walter Dorothy Duncan Trust) for students experiencing financial distress.	Student Care
	Ongoing provision of free, confidential, and independent advocacy and support services to all enrolled students at the University of Adelaide to achieve the best outcomes for student health, welfare, and academic success Student Care provides support to students around matters relating to: <ul style="list-style-type: none"> • Financial hardship • Housing • Wellbeing matters • Assistance with academic and/or administrative advocacy 	Student Care
	Administration of the University's Clubs community and availability of a grants program to promote a dynamic, collaborative, and inclusive student experience.	YouX
Stepped care approach that offers a hierarchy of interventions to support individuals as their needs change.	Student Success Advisors who identify issues impacting on academic success and refer to support services.	Student Engagement and Success
	New Triage and Assessment Advisors to streamline first point of contact, allowing a timely response to any request for support and immediate assessment of risk.	Wellbeing and Access
	Engagement of Complex Case Counsellors.	Wellbeing and Access
	Engagement of two Senior Lecturer (Pastoral Care) positions to support Medical Students in years 1-3 and 4-6.	Faculty of HMS
	Ongoing availability of the 24/7 University of Crisis Line.	Student Life
	Ongoing management of the online Wellbeing Hub for students to find the information, resources and support they need, when they need it.	Wellbeing and Access