

### **Mental health and well-being Network Terms of Reference**

The BCU Staff Mental Health network formed as a result of requests from BCU staff for a safe place to receive informal peer to peer support in the area of Mental Health and Well - being. This is a network where confidentiality, openness and honesty are core values and where staff whom attend experience genuine support and a place where people have time to listen. The University has a plethora of formal services which staff are able to access, this network does not aim to undermine this; instead the network compliments the existing offering by ensuring that attendees receive continual information about available support services.

Therefore the aims of the staff mental health network as advised by staff in attendance will be:

- To offer informal peer support to colleagues through holding regular meetings that provide a collective voice on issues affecting employee mental health and wellbeing
- To have the ability to comment on policies, develop events, and activities whose primary focus is helping staff mental health and well- being
- To assist in raising the profile of what services are available
- To open conversations which change a culture that sees Mental Health as taboo and to be focused primarily upon the needs of students.
- To create a forum that provides visibility to staff who are struggling and offers access and a pathway to receiving support rather than remaining isolated.
- To contribute to conversations around what training staff may require and to consult upon training content created.
- To ensure that staff at all levels of seniority are able to receive support and do not feel unheard, unsupported or misunderstood.

#### **Membership**

All BCU staff with a mental health issues diagnosed or not.

#### **Committee roles**

Chair – to lead the committee, overseeing the function and success of the Network  
Secretary – to arrange regular committee meetings, recording minutes and actions as appropriate