

Cylchlythyr | Circular

Well-being and health: well-being and health strategy funding 2021/22

Date: 08 July 2021
Reference: W21/22HE
To: Heads of higher education institutions in Wales
Response by: Friday 29 October 2021 and
Friday 19 November 2021
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This circular provides funding to universities to implement well-being and health strategies in 2021/22. The circular includes our monitoring requirements for 2020/21 that demonstrates university progress in adopting a whole university approach to well-being and health, including mental health, for staff and students.

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Introduction

1. This circular provides an allocation of £2m to universities to implement Well-being and Health, including Mental Health, Strategies in 2021/22 and sets out our expectations for its use.
2. **Annex A** provides the 2021/22 allocations. Allocations will be made on the submission to us of satisfactory 2021/22 Well-being and health, including mental health, implementation plans and related information.

Background

3. In 2019, all universities in Wales committed to adopt, from 2019/20, [Step change: mentally healthy universities](#) and [Suicide-Safer Universities](#) approaches. Circular [W19/11HE](#) invited Well-being and health, including mental health, strategies and circular [W20/35HE](#) confirmed funding to support implementation plans in 2020/21.
4. In 2020/21, we provided universities with specific and generic feedback on their strategies to inform their further development. Our feedback should inform universities' ongoing review of strategies and delivery of the implementation plans in 2021/22.
5. Universities' ongoing learning from operating in a Covid-19 context will inform the delivery of the above strategies and plans. This learning will require universities to review activities and services related to well-being and health, including mental health, and their support for all staff and students. This additional allocation will support this review as well as other activities and services.
6. In 2021, we grant funded Advance HE to review universities' Strategic Equality Plans and Well-being and health, including mental health, strategies. We will publish the review findings to inform universities' development of their Strategic Equality Plans and Well-being and health, including mental health, strategies¹.

Well-being and health funding strategies and implementation plans 2021/22

7. We are allocating **£2m** to support universities' implementation of their well-being and health, including mental health, strategies in 2021/22.
8. We expect implementation plans to take a 'whole university

¹ We are aware that some Well-being and Health strategies have been further revised since Advance HE began its review.

approach' by supporting the needs of staff and students. Where institutions choose to fund staff well-being and health, including mental health activity and services from other sources, please provide links to the provision. Implementation plans should include:

- i) Well-being and health, including mental health, strategy objectives/intentions in 2021/22;
- ii) details of activities and services, against the objectives/intentions, including dates by when activities and services will be established and completed;
- iii) details of activities and services provided bilingually or in Welsh;
- iv) details of activities and services to safeguard the well-being and health of staff and students, including harassment, hate and sexual misconduct and identity-based violence;
- v) details of activities and services that take account of the [UUK Stepchange: mentally healthy universities self-assessment toolkit](#);
- vi) details that take account of the [UUK Suicide-safer Universities](#);
- vii) confirmation of how progress against the implementation plan will be monitored and measured, including how a representative range of students, staff and interested parties will be involved; and
- viii) how the implementation plan will be reported to and through university governance structures.

We expect implementation plans to take account of:

- the particular needs of staff and students identified in circular [W20/24HE: Covid-19 impact on higher education providers: information on equality, diversity and inclusion](#); and
- safeguarding considerations detailed in HEFCW circular [W20/08HE: Annex C](#).

9. The Implementation plan submission date is set out in **Table 1** below.

Additional information to supplement the Well-being and health, including mental health, implementation plan submission

10. We require the following information to be submitted to us by the dates set out in **Table 1** below:

- completed UUK Stepchange self-assessment tool, to include a summary of findings and gaps to be addressed from 2021/22;
- summary of findings of the Well-being and health, including mental health, strategy review and previous implementation plan review;
- the current version of the Well-being and Health, including mental health, strategy; and
- the university's suicide safer strategy.

Funding and monitoring

11. We recognise that 2020/21 was an exceptional year with universities receiving Well-being and health, including mental health, strategy implementation plan funding as well as significant additional in-year Welsh Government well-being and health-related funding. Some universities have been unable to utilise this implementation plan funding in full, but have committed the funding to activities and services to begin early in 2021/22. Where this is the case, universities should set out clearly in their implementation plan for 2021/22, any carry forward funding/committed spend from 2020/21 and how it will be used in 2021/22.
12. This approach to managing committed funding is our position for the **2020/21 allocation only**. We expect universities to manage in-year their 2021/22 implementation plan allocation and any carry forward. We will withhold any underspend at the end of 2021/22, unless there are exceptional circumstances.
13. The 2021/22 Well-being and health, including mental health, strategy implementation plan funding will be allocated in two tranches, on the basis of student headcounts. We are allocating 2021/22 Well-being and health, including mental health, implementation plan funding on the same basis as 2020/21, as set out in **Annex A**.

The first allocation, subject to satisfactory information, will be made in November 2021 on submission of:

1. completed UUK Stepchange self-assessment tool, to include a summary of findings and gaps to be addressed from 2021/22;
 2. a review of the previous Well-being and health, including mental health, strategy and implementation plan (2020/21); and
 3. the current version of your Well-being and health, including mental health, strategy.
14. The second allocation will be made in February 2022 on satisfactory submissions of 2021/22 Well-being and Health, including Mental Health, implementation plan (at **Annex B**) and suicide safer strategy. See **Table 1** for submission deadlines.
 15. We reserve the right to hold back or reclaim funding where revised strategies, implementation plans, delivery or reporting and monitoring are not sufficient to assure us and governing bodies that satisfactory progress has been made, at a reasonable pace.
 16. A 2021/22 monitoring report template requesting qualitative and quantitative data will be provided in August 2021 and the completed report will be required to be submitted to us in September 2022.

Timetable

Table 1

| Information required | Submission date |
|---|-------------------------|
| Completed UUK Stepchange self-assessment tool, to include a summary of findings and gaps to be addressed from 2021/22 | Friday 29 October 2021 |
| A review of the previous Well-being and health, including mental health, strategy and implementation plan (2020/21) and how it has informed the 2021/22 plan | Friday 29 October 2021 |
| Current version of the Well-being and health, including mental health, Strategy, with track changes ¹ and the date it was approved. | Friday 29 October 2021 |
| Completed HEFCW 2021/22 Well-being and Health, including Mental Health, implementation plan template including the Vice-Chancellor's signature on the funding assurance section of the template | Friday 19 November 2021 |
| University suicide safer strategy | Friday 19 November 2021 |
| University monitoring report submission | 30 September 2022 |

Further information / responses to

17. For further information contact Ryan Stokes (email ryan.stokes@hefcw.ac.uk).

Assessing the impact of our policies

18. We have carried out an impact assessment to help safeguard against discrimination and promote equality. We also considered the impact of policies on the Welsh language, and Welsh language provision within the HE sector in Wales and potential impacts towards the goals set out in the Well-Being of Future Generations (Wales) Act 2015 including our Well-Being Objectives. Contact equality@hefcw.ac.uk for more information about impact assessments.

Wellbeing and health, including mental health, strategy implementation allocations 2021/22

| Institution | Total allocation £ |
|---|-----------------------|
| University of South Wales | 343,975 |
| Aberystwyth University | 110,288 |
| Bangor University | 149,346 |
| Cardiff University | 498,718 |
| University of Wales Trinity Saint David | 188,525 |
| Swansea University | 305,759 |
| Cardiff Metropolitan University | 163,283 |
| Wrexham Glyndŵr University | 80,251 |
| The Open University in Wales | 159,855 |
| Total | 2,000,000 |

Source: HESA student record 2019/20

Notes

Headcounts - HESA standard registration population, all modes and levels, reduced to a headcount where students have more than one enrolment

The same method, using 2018/19 student data, was used to allocate £1.5M for: [W20/08HE: Well-being and health improving safeguarding policies and practices and promoting period dignity in HE](#)

The same method, using 2018/19 student data, was used to allocate £1.81M for:

[W20/29HE: Consultation on well-being and health in HE: funding 2020/21](#)

The same method, using 2018/19 student data, was used to allocate £2.71M for [W20/35HE: Well-being and health: well-being and health implementation plan funding 2020/21](#)

ⁱ If the university has developed a completely new strategy, please just submit the current version without track changes and confirm the date the strategy was approved by the university's governance processes.