

# Cylchlythyr | Circular

## Well-being and health: well-being and health strategy funding 2022/23 and monitoring requirements for 2021/22 and 2022/23

**Date:** 10 August 2022  
**Reference:** W22/29HE  
**To:** Heads of higher education institutions in Wales  
**Response by:** **Friday 30 September 2022:** 2021/22 monitoring  
**Friday 9 December 2022:** 2022/23 Well-being and health plans and supporting documents  
**Friday 29 September 2023:** 2022/23 monitoring

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This circular provides guidance and details of the allocation of £2.138m funding to universities to implement well-being and health strategies in 2022/23. The circular includes our monitoring requirements for 2021/22 and 2022/23.

If you require this document in an alternative accessible format, please email [info@hefcw.ac.uk](mailto:info@hefcw.ac.uk).



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## Introduction

1. This circular provides guidance and details of the allocation of £2.138m funding to universities to implement well-being and health strategies in 2022/23. The circular includes our monitoring requirements for 2021/22 and 2022/23 in order to demonstrate universities' progress towards an effective, whole university approach to well-being and health, including mental health, for staff and students.

## Background

2. In 2019, all universities in Wales committed to adopt, from 2019/20, [Stepchange: 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.
3. In 2021, we published circular [W21/22HE](#): Well-being and health: well-being and health strategy funding 2021/22 confirming further funding.
4. We have increased the Well-being and Health (WBH) budget to £2.138m in 2022/23 to redistribute WBH related underspend released to us in 2021/22.

## Well-being and health funding strategies and implementation plans 2022/23

5. In 2022, we provided universities with generic feedback on their well-being and health strategies, Stepchange self-assessments and specific feedback on their suicide safer strategies. This feedback, with the examples of interesting practice, should inform universities' ongoing review of strategies and delivery of the implementation plans in 2022/23.
6. Universities' ongoing learning from operating in a Covid-19 context, and the differential impact on staff and students, should inform the review, further development and delivery of strategies and plans.
7. We expect implementation plans in 2022/23 to continue to take a 'whole university approach', supporting and addressing the needs of staff and students and taking account of all aspects of university life, including working life. Where institutions choose to fund well-being and health, including mental health activity and services from non-HEFCW funding, please indicate in your plans these activities and services and the sources of funding.
8. Universities should also consider supporting the transition, progression and success of applicants and students, as this relates to well-being and health, including mental health, working in partnership with schools, colleges and other external partners. Universities should also take account of anticipated Commission for Tertiary Education and Research (CTER) duties in relation to supporting student welfare.

9. 2022/23 Implementation plans should include:

- i) well-being and health, including mental health, strategy objectives/intentions being prioritised in 2022/23;
- ii) activities, services and resources, against the objectives/intentions, including dates by when new or continuing activities, services and resources will be established and/or completed;
- iii) activities and services provided bilingually and/or separately in Welsh;
- iv) activities, services and resources that take account of students at franchise/partner organisations and postgraduate students;
- v) activities, services and resources to secure the well-being and health of staff and students, including health affected by harassment, hate and sexual misconduct and identity-based violence<sup>1</sup>;
- vi) information about how any collaborative well-being and health projects, previously funded by HEFCW, will be sustained;
- vii) activities, services and resources that take account of the Universities UK (UUK) Stepchange: mentally healthy universities self-assessment findings and recommendations;
- viii) clearly identifiable actions to address gaps/priorities identified as a result of the university's review using the UUK self-assessment tool
- ix) confirmation of how progress against the implementation plan will be monitored and measured;
- x) an explanation of how a representative range of students, staff and interested parties have been involved in developing the plan;
- xi) an explanation of how impact assessment findings have informed the objectives/intentions, activities and services to be delivered; and
- xii) an explanation of how the implementation plan's monitoring and review will be reported to and through university governance structures.

10. In addition, we expect implementation plans to particularly take account of:

- the particular needs of staff and students with protected characteristics;
- Welsh speakers' need to access services in their language of choice.

## **Funding and monitoring**

11. We expect universities to manage in-year their 2022/23 implementation plan allocation, given that it is our intention to fund well-being and health strategies in the long-term, subject to reaffirmation of this position by the Commission for Tertiary Education and Research.

12. We will reclaim and/or withhold any uncommitted underspend at the end of 2022/23, unless there are exceptional circumstances, and we will reclaim/withhold funding where there is unsatisfactory or limited reporting against our monitoring requirements.

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<sup>1</sup> Identity-based violence considerations should include, but not be limited to gender, race, religion and belief, recognising the intersectional nature of these characteristics.

13. The 2022/23 Well-being and health, including mental health, strategy implementation plan funding will be allocated in two tranches, on the basis of student headcounts, as set out in **Annex A**.
14. We will aim to make the first tranche allocation in **December 2022** subject to:
  - i) submission to us of 2021/22 well-being and health including mental health monitoring reports (see [2021/22 monitoring report template](#)); and
  - ii) confirmation of the satisfactory use of 2021/22 funding.
15. The submission date for this reporting is **30 September 2022**.
16. We will aim to make the second tranche allocation in **March 2023** on satisfactory submission to us of:
  - i) any additional information requests from us in relation to the 2021/22 monitoring, where necessary;
  - ii) 2022/23 Well-being and health, including mental health, implementation plans (see template provided at **Annex B**);
  - iii) a review of the Well-being and health, including mental health, strategy with information on the university's intention to refresh or renew the existing strategy, depending on strategies' end dates; and
  - iv) a copy of the most recent Suicide Safer strategy with a summary of any revisions following HEFCW's July 2022 feedback, where applicable.
17. The submission date for this reporting is **Friday 9 December 2022**.
18. **Table 1** in this circular sets out the reporting deadlines.
19. The 2022/23 monitoring report template (**Annex C**) must be submitted to HEFCW by **29 September 2023**.
20. 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, or where funding has not been used in full, or for the purposes for which it was intended.

**Timetable**  
**Table 1**

<b>Reporting requirements</b>	<b>Submission date</b>
Completed <b>2021/22</b> well-being and health including mental health monitoring and funding report.	<b>Friday 30 September 2022</b>
Any additional information requested by us in relation to the 2021/22 monitoring, where necessary.	<b>Friday 9 December 2022</b>

<b>Reporting requirements</b>	<b>Submission date</b>
Completed HEFCW <b>2022/23</b> Well-being and health, including mental health, implementation plan template including the Vice-Chancellor's signature	<b>Friday 9 December 2022</b>
A review of the Well-being and health, including mental health, strategy which includes information on the university's intention to refresh or renew the existing strategy, depending on strategies' end dates.	<b>Friday 9 December 2022</b>
A copy of the most recent Suicide Safer strategy and a summary of a revisions that have been undertaken following HEFCW feedback, where applicable.	<b>Friday 9 December 2022</b>
Completed <b>2022/23</b> well-being and health, including mental health, monitoring report.	<b>Friday 29 September 2023</b>

### **Further information / responses to**

21. For further information contact Ryan Stokes ([ryan.stokes@hefcw.ac.uk](mailto:ryan.stokes@hefcw.ac.uk)).
22. Responses to be submitted to Amanda Phillips ([amanda.phillips@hefcw.ac.uk](mailto:amanda.phillips@hefcw.ac.uk)).

### **Assessing the impact of our policies**

23. We have updated our ongoing impact assessment to take account of equality, diversity and inclusion. 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](mailto:equality@hefcw.ac.uk) for more information about impact assessments.
24. Our impact assessment findings include:
  - identifying positive impacts on the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. No negative impacts were identified.
  - confirming that the funding supports five of the seven well-being goals and takes account of the five ways of working.
  - noting that the funding guidance and monitoring seeks to have a positive impact on the Welsh Language.

**Wellbeing and health, including mental health, strategy implementation allocations 2022/23**

Institution	2022/23 allocation £
University of South Wales	346,527
Aberystwyth University	112,234
Bangor University	146,558
Cardiff University	501,715
University of Wales Trinity Saint David	221,189
Swansea University	323,705
Cardiff Metropolitan University	172,175
Wrexham Glyndŵr University	100,340
The Open University in Wales	213,557
<b>Total</b>	<b>2,138,000</b>

Notes

Verified HESA student record 2020/21 data

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](#)

The same method, using 2019/20 student data, was used to allocate £2M for  
[W21/22HE: Well-being and health: well-being and health strategy funding 2021/22](#)