

DHD/LC: 0411121

08 November 2021

Dear

Thank you for your request for information under the Freedom of Information (Scotland) Act (2002).

I now respond to your request as follows:

- 1. Please provide details of the amount of additional funding allocated to you by Scottish Funding Council for Mental Health in Colleges for AY 21-22. For the avoidance of doubt, I am referring to the funding provided which was supplementary to the college's core funds.*

£200,808.

- 2. Please advise what proportion of these funds will be spent or is proposed to be spent on Support Staff/Lecturing Staff/Students. Please provide separate figures for each.*

An element of the funds (approximately 42%) will contribute to the cost of employing a Wellbeing and Engagement Lead to support staff and student wellbeing up until July 2023.

Please refer to the attached enclosure for details of planned spend for the remainder of funds.

- 3. Please advise how the additional funds will be spent or are proposed to be spent on each separate group.*

The College has not specifically allocated funding to each separate group. It does not differentiate between staff categories and both staff and students will be given equal priority.

- 4. Please advise whether the recognised trade unions were consulted before submission of the document or on any subsequent decisions taken?*

Both Unison and EIS/FELA have been consulted and will be consulted on an ongoing basis with regards to the allocation of funds and activities to support our staff and students.

I trust the above response meets your request for information in full.

Should you be unhappy with the College's response you are entitled to seek a review of the response. To seek a review, you should apply, in writing, to Derek Smeall, Principal, stating the grounds for seeking a review.

I also wish to advise you that the Scottish Information Commissioner has launched an online appeals service via their website – the link is as follows:

[www.itspublicknowledge.info/appeal](http://www.itspublicknowledge.info/appeal).

Other contact information for the Scottish Information Commissioner is listed below:

Tel: 01334 464610

Email: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

Thank you for your interest in the College.

Yours sincerely

*Pp.*  
Lisa Clark  
**Director of Corporate Services**

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Please briefly outline how you will use this funding, with reference to the activities outlined in the guidance. Please include details of training and supervision arrangements where appropriate, and any organisations that you have consulted with in the development of these services. Please also outline how your plans have been developed in consultation with staff and student bodies.

Glasgow Kelvin College places a very high priority on supporting the mental health and well-being of our students and staff. We intend to use these additional funds to extend the scope and reach of our current services and to do so in a way that has long term positive impacts. The plans presented in this document have been developed through staff and student discussions, including with our unions.

In line with the SFC guidance provided, we would intend to recruit a fixed term Mental Health Coordinator. This person would undertake the types of duties outlined in the SFC guidance, including helping lead and coordinate the following College projects:

- Delivering capacity building initiatives – the College intends to use funds to work with partners to develop the capacity and resilience of staff and students in respect of mental health and well-being. This capacity building work will include the development of online mental health toolkits, which will create a lasting resource for students and staff. We will also strengthen our partnerships with local mental health groups (e.g. Glasgow Association for Mental Health) to create long term sustainable capacity to support staff and student mental health and well-being.
- Increasing training for staff and student mental health and wellbeing – developing the skills of staff and students to better understand mental health and well-being issues and effective coping strategies will again provide a long-term positive benefit in terms of the resilience of college staff and students. Planned additional training includes courses such as Assist, Safe talk, Introduction to counselling and IOSH Managing Occupational Health and Wellbeing. We will also explore the development of mentoring schemes for students to enhance support along with activities related to the LGBT Charter.
- Upscaling health and wellbeing support – evidence clearly shows that good health is central to supporting positive mental health. These additional funds will provide us with the opportunity to significantly upscale the provision of health and wellbeing activities offered to students and staff. This will include daily health and fitness and mindfulness activities for students and staff, including evening activities to facilitate participation and tackle isolation. We will also lead activities which promote healthy eating, including participation in a local community fridge project.
- Delivering whole-college health and wellbeing events – to highlight the priority of good mental health and wellbeing to student and staff success, we will organise whole-college participative events which promote good mental health and healthy lifestyles. Particularly given the likely requirement to work from home where possible for another year, it will be

critically important that the College provides some opportunities for staff and students to meet and socialise in groups outwith their work or course tasks.

- Extending counselling services to younger learners and supported learning students – the College deals with a relatively small number of younger learners or learners with additional needs and current counselling services are unable to provide services to these vulnerable groups. We will use these additional funds to work with a partner to provide a level of support to younger learners and supported learning students.
- Enhancing homeworking support and equipment for staff – staff are likely to have to continue to work from home for an extended period. To support healthy homeworking, we will provide additional support and equipment to prevent health issues arising from working from home.
- Development of a Mental Health and Wellbeing project fund – we are keen to promote as much staff and student involvement in the use of these funds. We would intend to use some of these funds to enable a process where staff and students can propose and receive funding for initiatives which they feel would support their mental health and wellbeing.