

Promoting Wellbeing Action Plan 2025 - 2028

Introduction

The Promoting Wellbeing Group was established to promote the positive wellbeing of staff and students at Ayrshire College by providing leadership on the development, implementation and review of the College's Promoting Wellbeing Action Plan. Ayrshire College's Promoting Wellbeing Action Plan 2025-28 builds on the progress made throughout the reporting period 2021-24. The Action Plan outlines the College's ongoing commitment to supporting the positive wellbeing of all students and staff. The Action Plan represents a whole-college approach, recognising that promoting positive wellbeing and tackling stigma around mental health is the responsibility of us all.

	Key Action(s)	Responsible	Timescale	Impact	COEP Reference
1.	Identify a SLT sponsor for wellbeing activities / events.	Vice Principal – People, Performance & Transformation SLT	July 2028	Visible leadership involvement boosts participation rates in wellbeing initiatives. Employees are more likely to engage when they see senior leaders doing the same.	PE1
2.	Develop a network of Wellbeing Champions across all levels.	Promoting Wellbeing group (PWG) Health, Safety & Wellbeing (HSW)	August 2027	Champions act as local, approachable points of contact, making wellbeing support more visible and accessible across departments and locations.	PE4
3.	Ensure Mental Health First Aiders and Wellbeing Champions are visible and well-promoted	PWG HSW	August 2027	Visibility ensures employees know who to approach when they need support, reducing barriers to accessing help. MH First Aiders / Champions can spot early signs of stress or burnout	PE4

				and signpost support before issues escalate.	
4.	Continue to embed wellbeing into leadership and management practice	Heads Managers Team Leaders		When wellbeing is part of leadership and management behaviours, it becomes embedded in the day-to-day experience of employees—not just during campaigns or crises. Wellbeing is discussed in every colleague great conversation and check-in. Embedding a wellbeing objective into each department's Team Operational Effectiveness Plan (TOEP) ensures that wellbeing becomes a shared responsibility and a measurable priority across the organisation.	PE1; PE5
5.	Identify and develop new ways of celebrating staff achievements and success.	Staff Voice group	June 2027	Staff feel valued and recognised for their achievements. There is an opportunity to highlight success to a wider audience. Staff are inspired by good practice.	PE2
6.	Measure, evaluate, and continuously improve using staff data such as engagement scores, absence rates, feedback surveys, and qualitative insights to regularly review and update our approach, responding to feedback and the evolving needs of individuals.	PWG	Annually	There is a clear process in place to measure the impact of the Promoting Wellbeing Action Plan from a staff perspective.	PE3

7.	Identify suitable contemplation and wellbeing spaces on each campus for staff.	Head of Facilities Head of Health, Safety & Wellbeing	October 2026	The College is able to provide a suitable therapeutic space for Counselling. Staff have access to a quiet space to support their wellbeing. Staff have an appropriate space for prayer and reflection. The College is more inclusive.	PE2; PE4
8.	Embed wellbeing into organisational behaviours and everyday operations.	SLT Heads Managers Team Leaders	October 2026	Employees feel more valued and supported when wellbeing is woven into their daily work environment. Embedding a wellbeing objective into each department's Team Operational Effectiveness Plan (TOEP) ensures that wellbeing becomes a shared responsibility and a measurable priority across the organisation.	PE4
9.	Conduct annual wellbeing survey for students	Head of Quality Enhancement Student Association	Annually	College has a clear understanding of factors affecting student wellbeing. There is a clear process in place to measure the impact of the Promoting Wellbeing Action Plan from a student perspective.	LT1; LT4
10.	Develop and promote activities and resources including the Wellbeing Hub, workshops and monthly wellbeing updates to raise awareness of mental health and wellbeing amongst all students, with a particular	PWG Engagement and Wellbeing team Student Association	Ongoing	Regular, visible resources and activities help students better understand mental health, reduce stigma, and recognise signs of distress in themselves and others. Tailored content for male students and priority groups addresses specific barriers to engagement, such	LT1; PE6

	focus on male students and priority groups.			as cultural stigma or gender norms around help-seeking.	
11.	Promote staff benefits, initiatives, local events and encourage staff to use self-help resources including the College's Employee Assistance Programme and Staff Wellbeing Hub to support wellbeing through Engage updates and PWG newsletter.	PWG HSW People Line Managers	Ongoing	An increased number of staff members engage with initiatives and self-help resources.	PE2; PE3; PE4
12.	Continue to identify and promote key mental health and wellbeing e-learning resources for staff including the Resilience Toolkit, Understanding Mental Health Issues in FE Students and the NHS A&A "Mental Health Improvement - A Practical Approach" course for staff	PWG Staff Learning & Development	Ongoing	These resources help staff and managers understand mental health concepts, spot early warning signs, and respond appropriately. Increased awareness reduces stigma and encourages a more open, supportive culture.	LT6; PE4
13.	Continue to develop partnerships with the NHS, local Public Health and Health Improvement Teams, Local Authority and Third Sector services and other external organisations to identify opportunities and initiatives to support student and staff wellbeing.	PWG Engagement & Wellbeing team Student Association	Ongoing	Staff and students are aware of community-based services and resources to support mental health and wellbeing. Staff and students have access to a range benefits and initiatives to support wellbeing.	PE4; PE6

14.	Identify opportunities to engage in local community volunteering and “giving back” initiatives and support staff and students to participate in these.	Curriculum Teams Careers & Employability Team Professional Services teams	Ongoing	Students and staff have the opportunity to acquire additional skills and experiences. Participants report a positive impact from these experiences.	E7; PE4; IN4
15.	Retain we invest in wellbeing status and achieve Gold award.	SLT All Staff	July 2028	Securing and maintaining the We Invest in Wellbeing accreditation at Gold level demonstrates a clear organisational commitment to health and wellbeing.	PE3
16.	Work alongside the Public Health Workplace Health Team to scope opportunities for use of the Mentally Flourishing Workplace Toolkit	PWG NHS Ayrshire & Arran	July 2028	Staff Wellbeing: Reduces stress and burnout through proactive mental health support. Student Experience: Creates a positive learning environment and improves staff availability. Culture: Embeds mental health awareness into recruitment and development, fostering inclusivity. Operational Benefits: Lowers turnover, sickness absence, and boosts productivity. Compliance: Supports legal obligations and reduces risk of stress-related claims.	Lt1; LT4; PE3; PE4; PE5; PE6



**PROMOTING
WELLBEING
GROUP**

				Resources: Provides practical guidance and tools for easy implementation.	
17.	Staff provided 'remission' from their role to volunteer to support and/or lead a wellbeing activity on campus.	PWG Curriculum Teams Professional Services Teams Active Campus Coordinator	Ongoing	Providing remission time shows that wellbeing is a priority, not an "extra" task, reinforcing the College's values and credibility. Volunteering for wellbeing initiatives gives staff a sense of purpose and contribution beyond their core role, enhancing job satisfaction and belonging. Visible staff involvement normalises wellbeing conversations and creates peer-led support networks across campus.	PE2; PE3; PE4