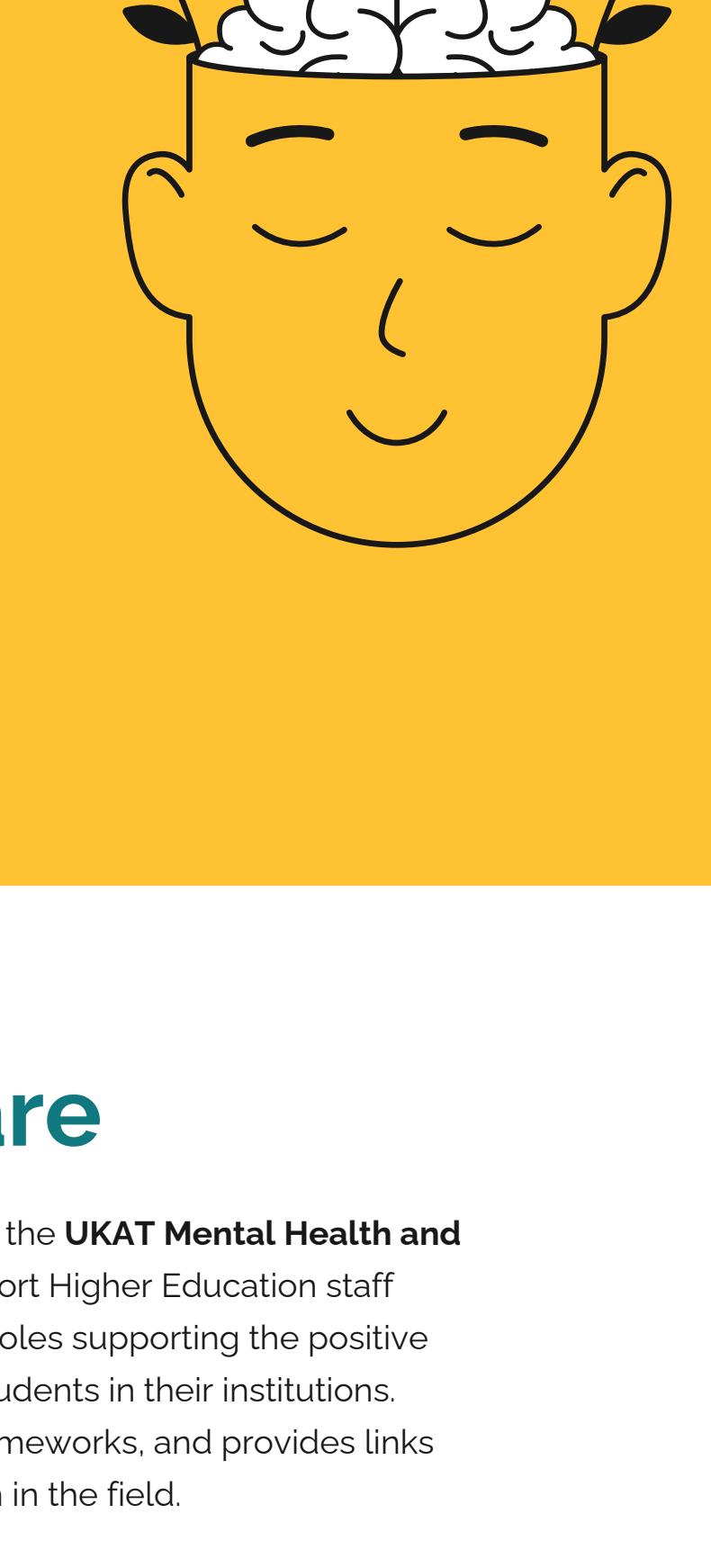




# Mental Health and Wellbeing Resources Toolkit

UKAT Mental Health and Wellbeing Special Interest Group (SIG)

[Discover more about UKAT >](#)



## Who we are

This resources toolkit was designed and collated by the **UKAT Mental Health and Wellbeing Special Interest Group (SIG)** to support Higher Education staff (e.g., personal tutors, departmental tutors) in their roles supporting the positive mental health and wellbeing of both staff and students in their institutions. It brings together existing toolkits, charters, and frameworks, and provides links and lay summaries of key research in the field.

A link to relevant training and CPD available in the UK is also included.

Please note this is a work in progress and will be updated annually. If you would like to contribute resources to this toolkit, we'd love to hear from you!



## Contributors

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[Read our SIG aims >](#)

## Contact Us

If you have any queries, please get in touch:

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## Resources and Guidance Frameworks

Freely available

[Learn more about UKAT's SIGs >](#)

## UKAT's catalogue:

### Managing Students in Distress

Managing Students in Distress

[Learn more about this course >](#)

This bite-sized online learning module offers a structure and practical tips to help you handle those situations when you are faced with a distressed tutee, whatever the nature of their distress.

UKAT also offers an in-person Managing Students in Distress workshop to universities that offers a hands-on, immersive way to develop the skills needed to respond effectively to students in distress.



## The University

### Mental Health Charter

**Hughes, G. & Spanner, L. (2024). (2nd ed.)**  
**Leeds: Student Minds**

The UMHC Framework was created to provide greater, evidence-informed clarity about the ways in which universities could develop their whole-university approaches to supporting the mental health and wellbeing of staff and students.

[Read the full article >](#)

### Advance HE

**Education for Mental Health Toolkit: Staff Wellbeing**

Toolkit focus: The wellbeing of university staff is important in and of itself. There is a clear and explainable relationship between staff wellbeing and student wellbeing. Universities must take a whole university approach to staff wellbeing if they wish to impact positively on student wellbeing.

[Read the full article >](#)

## Stepchange

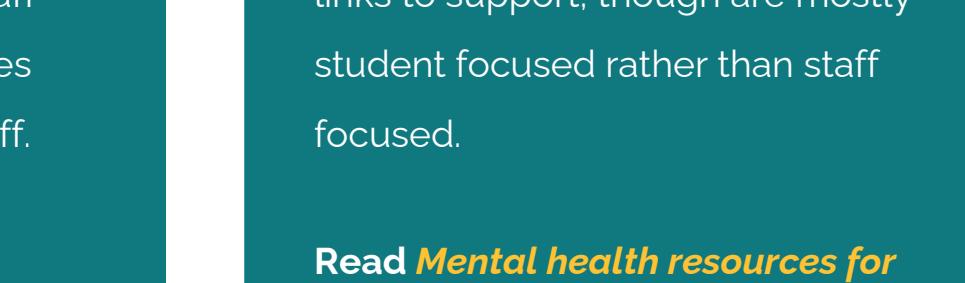
Mentally healthy universities

Mentally healthy universities is a refreshed strategic framework for a whole university approach to mental health and wellbeing at universities. It calls on universities to see mental health as foundational to all aspects of university life, for all students and all staff.

[Read the full article >](#)

Access the self assessment tool

[Discover here >](#)



## Charlie Waller Trust

Specific free course on HE wellbeing strategies to manage your own wellbeing. It gives people the confidence and skills to look after their mental health. It could be useful in our role as PATs.

[Discover more >](#)

## Suicide safer universities

Universities are working to support their students and staff and to make their communities safer. Useful guidance for staff.

[Discover more >](#)

## Government blogs

These blogs have some useful links to support, though are mostly student focused rather than staff focused.

[Read Mental health resources for children, students, parents, carers and school/college staff >](#)

[Read How we're supporting university students with their mental health >](#)

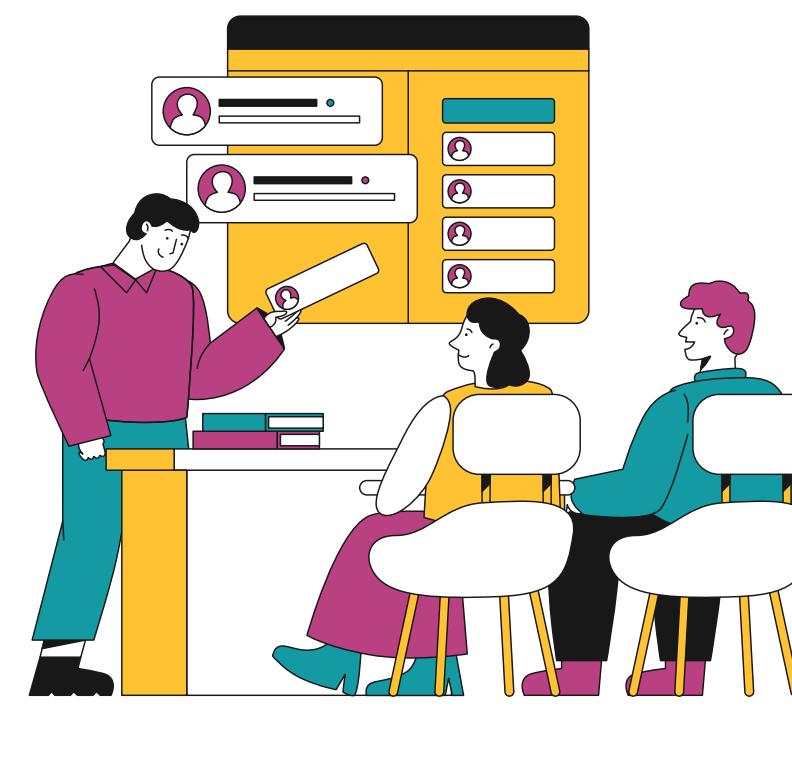


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# Training Courses

UKAT Mental Health and Wellbeing  
Special Interest Group (SIG)



UKAT provides a wealth of resources and training to support personal academic tutors (PATs) in their roles. Membership of the UKAT Mental Health and Wellbeing Special Interest Group (SIG) also offers opportunities for shared learning and a collaborative space to develop your expertise in supporting mental health and wellbeing.

[Learn more about UKAT's Professional Framework >](#)

## MHFA

### Mental Health First Aid

Mental Health First Aid (MHFA) is a training programme that equips individuals with the knowledge and skills to recognise the signs of mental health challenges, provide initial support, and connect individuals with appropriate professional help.

[Discover more >](#)

## i-act

### The Royal College of Psychiatrists accredited training

The UK's leading evidence-based and accredited mental health and wellbeing programme for understanding and managing mental health and wellbeing in the workplace.

[Discover more >](#)

## TRAUMA INFORMED

### Diploma in trauma and mental health informed schools and communities (practitioner status)

Universities such as Hull and Oxford Brookes have begun to use trauma informed approaches to support students and these could also support staff with mental health wellbeing needs. Many of these courses are aimed at schools and colleges but can be tailored to HE.

[Discover more >](#)

## Reflective Supervision training

Varied providers offer training in reflective supervision



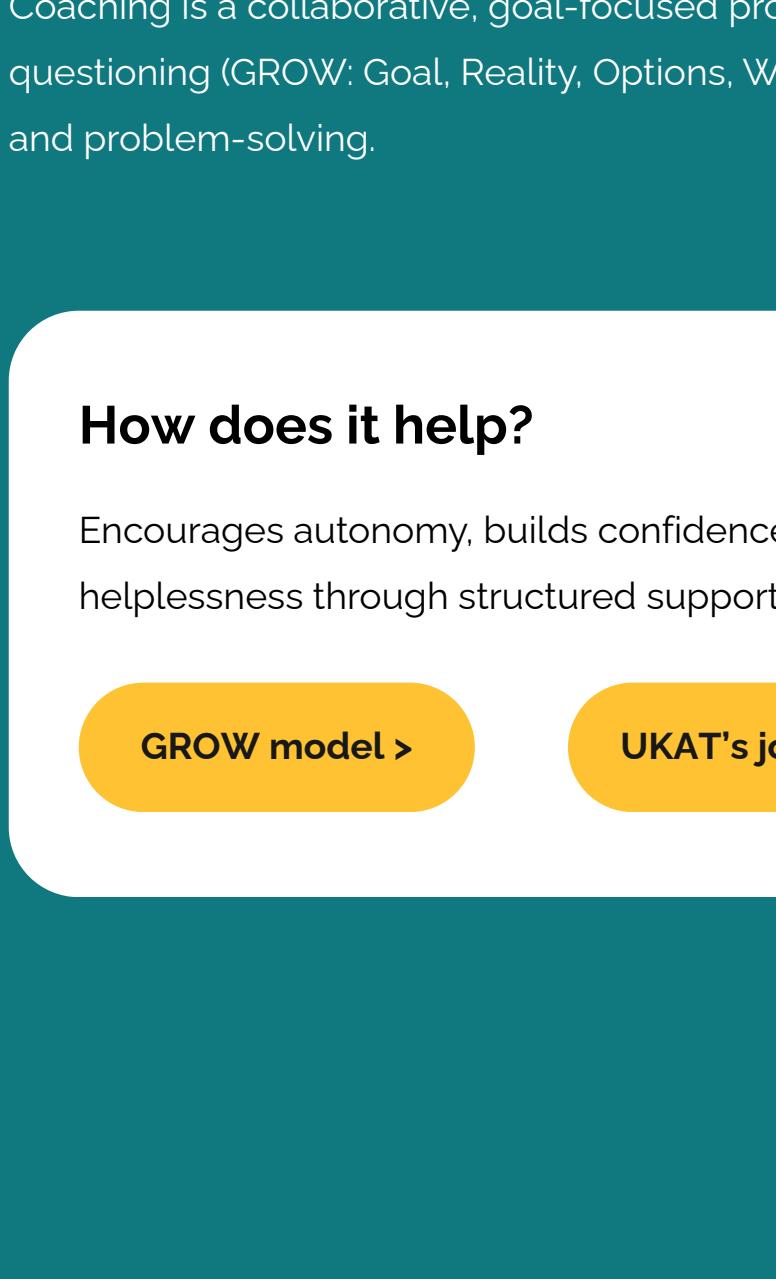
Supervision can be a valuable tool for personal tutors. Group or individual supervision offers a structured space for tutors to share experiences, reflect on challenges, and develop their practice, while also providing restorative emotional support.

[BPS Approved Certificate >](#)

[CSTD Bath >](#)

## Evidence-informed Approaches

UKAT Mental Health and Wellbeing  
Special Interest Group (SIG)



### Active Listening (Supportive Listening)

Active listening is a way of listening and responding to another person that improves mutual understanding

1. Focus fully on the speaker
2. Avoid interrupting
3. Show interest
4. Avoid appearing judgemental
5. Provide feedback

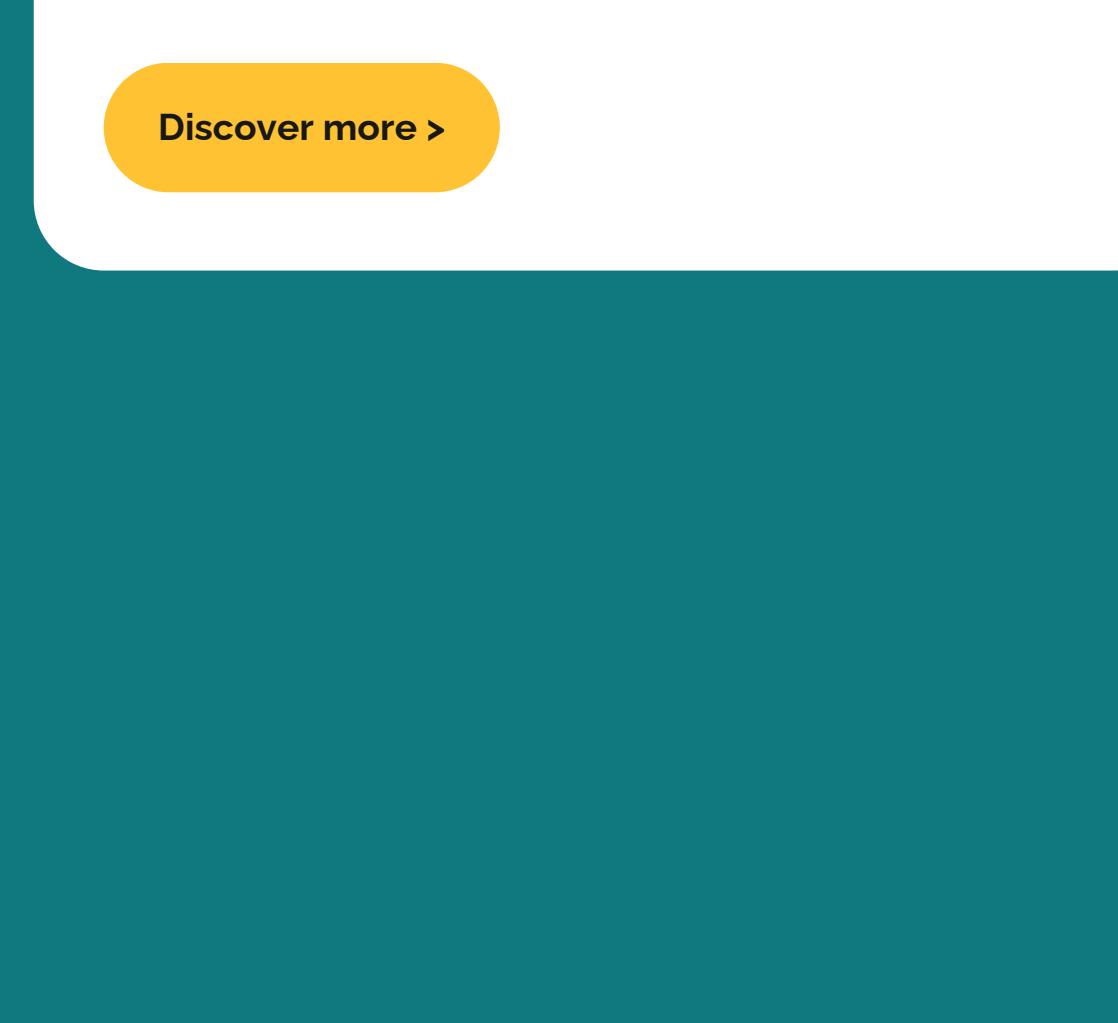
#### How does it help?

Creates a safe space for students/staff to feel heard, reducing anxiety and isolation. Builds trust and emotional validation.

[Discover more >](#)

### Coaching (e.g., GROW model)

Coaching is a collaborative, goal-focused process. Tutors use questioning (GROW: Goal, Reality, Options, Will) to support clarity and problem-solving.



### SUPERVISION

Supervision offers a reflective space to explore emotional and professional challenges. Common in health professions but increasingly relevant in HE.

As supervision is known to have benefits in the workplace, this raises the question: why isn't supervision routinely offered to academics?

#### How does it help?

Enhances emotional resilience, supports well-being, and reduces burnout.

[Discover more >](#)

### Growth Mindset (Dweck)

Encourages the belief that abilities develop through effort and persistence. Helps students and staff reframe failure as learning. Mixed evidence.



### Counselling (Referral/Signposting)

There are many different types of counselling. While tutors are not counsellors, they can play a vital role in identifying signs of distress and referring students or staff to qualified professionals.

Counselling is often the preferred form of support offered by wellbeing and disability teams in higher education institutions for both students and staff.

As such, free access to counselling is typically available. However, it is important to acknowledge that long waiting lists can sometimes delay access to this support.

#### How does it help?

Promotes early intervention for mental health issues.

Helps manage boundaries and reduces risk of inappropriate support roles.

[Discover more >](#)

### Mental Health First Aid (MHFA)

MHFA trains staff to spot signs of distress, provide initial help, and refer to appropriate services.



### Trauma-Informed Practice

Recognises the impact of trauma on behaviour and well-being. Focuses on safety, trust, and empowerment.

Prevents retraumatisation, promotes psychological safety, and builds empathy in tutor-student interactions.

[Discover more >](#)

### Reflective Practice

Regular reflection on experiences to improve practice. Can be individual or group-based (e.g., reflective journals, peer discussions).



#### How does it help?

Aids self-awareness, emotional regulation, and reduces the build-up of stress or burnout.

[Discover more >](#)

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