Resources and support offered by Edinburgh Napier University

At Edinburgh Napier we are committed to providing a healthy working environment for all staff and to creating an inclusive, safe and supportive environment where health and wellbeing is at the heart of our culture.

We have a wealth of resources to improve and support the health and wellbeing of our colleagues and this document highlights some of those available with a full list of resources, support and policy information found on our **Health and Wellbeing staff intranet page**.

Policy and Guidance

Our policies and guidance aim to provide support for managers and colleagues on health & wellbeing prevention and intervention especially during periods of challenging mental health:

- Mental Health and Wellbeing – Guidance for Managers
- Managing Stress - Managers Guidance
- Managing Stress – Employee Guidance
- Wellbeing Conversation Template
- Wellness Action Plan
- Stress Management Policy
- Stress Risk Assessment
- Menopause Guidance for Managers
- Menopause Guidance for Employees
- Bereavement Guidance for Managers

Resources

Below you will find several support offerings available to you offered by Edinburgh Napier University.

Employee Assistance Programme
MCL Medics is the University's Employee Assistance Programme Provider and they provide a free, confidential and independent resource to help employees balance their work, family and personal lives.

Togetherall
Everyone at Edinburgh Napier can access free online mental health support with Togetherall, any time, any day. Whether you're struggling to cope, feeling low or just need a place to talk, Togetherall can help you to explore your feelings in a safe supportive environment.

Silvercloud - Making Space For Healthy Minds
All staff have access to Silvercloud, a free and easy to use platform to support your mental health and wellbeing. The platform provides several self-directed courses covering a range of topics including resilience, stress, sleep, money matters, and covid-19.

Mental Health Champion Network
Mental Health Champions are a point of contact for an employee who is experiencing a mental health issue or emotional distress, helping the person get appropriate help, and also provide early intervention for someone who may be developing a mental health issue.

[EN]GAGE
Edinburgh Napier University's sports and fitness centre. Colleagues can help with advice if you're looking to optimise your fitness, stay healthy or try something new.

Menopause HUB
The Menopause Champions, through the HUB, ensure there is support for our colleagues who are experiencing symptoms associated with perimenopause or are worried about what this stage in life may bring and wish to prepare as much as possible.

Staff Networks

We recognise the importance of our staff inclusion networks which provide support, friendship and safe spaces for staff to share and discuss matters of importance to them. It is well documented that having these safe spaces to connect can support and help maintain good mental health and wellbeing in staff.

Armed Forces Network
It allows members who are ex-service and those interested in supporting the armed forces community to come together to share information, learn, socialise and support each other as well as the armed forces community as a whole.
Contact: armedforces@napier.ac.uk

BAMEish Network
Its aim is to create a space for Black, Asian and Minority Ethnic Staff to feel visible, valued, represented, and culturally recognised. A community where members and allies come together to raise awareness about the need for intersectional representation across Edinburgh Napier University.
Contact: bameish@napier.ac.uk

Carers Network
It is a supportive and engaged group of staff with a diverse range of caring responsibilities or keen interest in care issues. It also provides a valuable platform for discussion of the many issues affecting the balance between work and home.
Contact: carersnetwork@napier.ac.uk

Interfaith Network
It aims to be an inclusive network that promotes cooperation and understanding, empowering members to learn, share and express their faiths and beliefs in the workplace. The Network will also provide a link to the University's chaplaincy Service which is open to all staff members.
Contact: interfaithnetwork@napier.ac.uk

LGBT+ Network
It enables LGBT+ colleagues to come together to share information, learn together, socialise and support each other. By signalling a LGBT+ presence on campus, we can ensure we maintain a comfortable and fully inclusive environment.
Contact: lgbt@napier.ac.uk

Women's Network
It is open to colleagues of all gender identities. It provides an engaging forum primarily for the discussion of issues affecting women and gender equality at Edinburgh Napier and beyond.
Contact: edinburghnapierwomensnetwork@napier.ac.uk