

UCC Strategic Plan 2017-2022

In the UCC Strategic Plan 2017-2022 we have committed to improve services to support students' health, welfare, wellbeing and safety by increasing the range of mental health services and interventions available and by introducing new initiatives to reduce the harms associated with substance use.

UCC Wellness Programme

In Staff Wellbeing & Development, we are committed to providing all UCC colleagues with development opportunities and wellbeing supports to enable individuals and teams to contribute fully to the achievement of goals and objectives in the context of the UCC strategic plan - UCC2022.

Our team produces an annual schedule of development opportunities responding to training needs identified through the Performance and Development Review System, the University's Strategic and Annual Operational Plans and in response to national and international developments in addition to local needs.

Additionally Staff Wellbeing and Development are continually looking at ways in which they can improve our programmes, initiatives, supports and service. They welcome all advice and suggestions on how they can improve. Email's are welcomed in confidence with your feedback to traininganddevelopment@ucc.ie. If feedback specifically relates to Wellbeing, please email staffwellbeing@ucc.ie or the Staff Wellbeing & Development Manager/Advisor.

Sample Activities

- AP Workshops: For Managers/HR/General Staff
- Regular periodical emails: EAP Promotion and Awareness
- Sleep talk: Dr Samantha Dockray
- Mind your Mental Health Workshops : Facilitated by Bríd O'Meara
- Email Communications Mental Health: '5 ways to Wellbeing'
- Physical Activity Classes ran by Dr. Wesley O'Brien
- Mindfulness Workshops facilitated by Pat O'Leary
- Building Resilience Skills Workshop
- Right to Disconnect Workshops
- Menopause Talks
- Parenting Seminars: Fiona Forman
- Email Communication: Mental Health Awareness for Employees
Staff Wellbeing & Development Matters bulletin for HR and Management teams
- Monthly listing of Wellbeing Activities
- Created content for Staff Wellbeing & Development Social media channels to promote Events/ provide wellbeing advice
- National Workplace Wellbeing Day: Full programme of wellbeing events in the Mardyke Arena and across campus incl. Lunchtime Mile, Healthy Food Tasting, Interdepartmental Games, Lane Swimming, 5-a-side, Human Foosball, Fitness Classes, Sleep workshops,
- Online Bibliotherapy Support - Shelf Help – use of books for therapeutic purposes – available on staff wellbeing website
- One-to-One Staff Welfare Support: Ongoing one-to-one confidential support for Staff. Available by appointment to meet with staff members on a strictly confidential basis to discuss any concerns or to discuss the various support options available in more detail.
- Team Wellbeing Interventions available

- *Effective Employee/Successful Line Manager Programme: Many topics covered are relevant such as Assertiveness Skills, Conflict Management, Difficult Conversations etc. At every session, as well as the monthly orientation session, the EAP resource is discussed and promoted.
- New Year, New You Programme(Replacing Operation Transformation):
 - Campus Physical Activity Classes/Mardyke Physical Activity Classes
 - Work/Life Balance Workshop
- Workshop on dealing with a family member/friend or colleague experiencing bereavement Facilitated by Irish Hospice Foundation
- Health & Lifestyle Challenge – 8 week programme: Mardyke Arena & Staff Wellbeing - Subsidised by Staff Wellbeing
- Nutrition Talks:
- Food Choice at work Nutrition information emails to All Staff.
- E-Pub – Alcohol Consumption Self assessment tool available on staff wellbeing website.
- Weekly Digital Gym circulate to all staff
- Suite of Financial Wellbeing talks available monthly
- Safe Talk – suicide awareness training
- Sedentary Lifestyle Talks – Information
- Quit smoking advice and tips provided to All staff as well as information on local quit smoking support groups.
- Complimentary Flu Vaccines
- UCC Health Talks as part of Heath Matters Day – (Sedentary Lifestyle, How gut bacteria can influence your brain, 'Jigsaw' Youth Mental Health Service, Building Your resilience, The Power of Gratitude
- Building a Wellbeing culture : Team and individual interventions
- Wellbeing Coaching with team of internal coaches
- Confidential Wellbeing sessions with Staff Wellbeing & Development Advisor available to all staff

EAP Programme

UCC's Employee Assistance Programme (EAP) is provided by **SPECTRUM.LIFE**. This is a confidential counselling service, providing support to employees, in addition to their spouse, civil partner or dependant, where the family member can be described as a person over the age of 18 and residing in the family home.

It is available 24/7, 365 days a year covering numerous topics such as; counselling, infertility & pregnancy loss, elder care support, parent coaching, international employee support, legal information, financial information and more. Where appropriate, our EAP provides up to 6 sessions of short-term, solution focused counselling and referral services, per issue, per year.

Spectrum Life Portal

The Spectrum.Life portal is your very own personalised wellbeing app, providing you with access to hours of wellbeing content. Topics covered are based on the three core areas of mental wellbeing, nutrition and exercise.

Track your steps and kilometres exercise, find recipes, log and track your calories, find fitness plans & classes to suit your needs, and complete courses in stress management, sleeping better, dealing with anxiety and more!

Twice weekly a health & wellbeing podcast is released on the app/platform also.

Register via this link >> <https://ucc.spectrum.life/login?org=jwvaqs9w> (the organisation code is: JwvaQS9w).

Log in anytime thereafter via >> <https://app.spectrum.life/login>

Note: Any staff member already availing of the INSPIRE counselling services will continue with INSPIRE until completion.

Spectrum.Life Digital Gym

[Spectrum.Life's Digital Gym](#) gives you access to **live and on demand fitness classes** straight from the comfort of your own home. All classes are delivered by experts who will demonstrate a safe and maintainable way to tackle fitness at home. Through [your dedicated Health and Wellbeing Platform](#), you can view a full schedule of classes to take part in. You can see next week's classes and also view recorded classes that have happened in the past. Due to the popularity of the on-demand classes, Spectrum.Life have introduced **three brand new training plans** to support skills development and to help UCC employees meet their fitness goals. To access these training plans, click the 'digital gym' tab on the Spectrum.Life platform.

All UCC employees have the opportunity to take part in up to 20 classes per week across a number of different class types, such as:

- Zone Out Yoga
- Morning Energy HIIT
- Family Fitness
- After Work Mindfulness
- Strength at Home
- Pregnancy Pilates
- Quick HIIT & Abs
- Bodyweight Strength

Each class will last 30-45 minutes and will take place across the week from Monday to Friday with morning, lunchtime and evening slots. You can see the full timetable [here](#).

The **Be Calm** feature of the [Spectrum.Life portal](#) provides all UCC employees access to self-guided meditation across 6 key areas. Self-guided meditation is just one technique you can use to clear out negative energy from your mind, and promote positive thinking and inner peace.

Staff Wellbeing and Development WorkVivo Space

Open to ALL staff, this is your one-stop-shop to find out about forthcoming Staff Wellbeing & Development training & wellbeing initiatives, programmes, workshops, events, information and

activities. Check out what is on & when, view our calendar of events all from the Staff Wellbeing & Development SPACE. Book your place on a programme via ESS, available on App Launcher (quadrant symbol) in the top right above. Make it easier to find a programme on ESS (once advertised via email) by inserting the date & remember to scroll through all the pages.

A sample of this month's Wellbeing activities are

- **Sleep & Wellbeing** - Join Dr Samantha Dockray from the School of Applied Psychology to learn about the value of sleep and how to improve your sleep. Tues 22nd March TEAMS talk.
- **Workplace Stress Talk**- A Cognitive And Philosophical Approach. Know more about cognitive techniques and philosophical perspectives that will help you prepare for your working day. Learn also how to manage workplace stress continually throughout your working day
- **Our Inner Critic & Imposter Syndrome Wellbeing Seminar**- What is Imposter Syndrome? Symptoms, Role of Self-Belief, Growth V. Fixed Mind-set, Triggers and Strategies to deal with it.
- **Women and Mental Wellbeing** ; Let's talk about emotions – Virtual Workshop on International Women's Day delivered by Brid O'Meara, Mental Health and Wellbeing Consultant delivers this workshop on the importance of emotions to our overall mental health and wellbeing and how to break the bias surrounding women's mental health.
- **Take 60 Minutes: Exploring approaches to personal resilience and wellbeing** - Identify the five essential elements that should be in place to experience wellbeing. Reflect on what we need to do to be fulfilled and to enhance our personal wellbeing.

National Workplace Wellbeing Day

UPCOMING WORKSHOPS

Wed 2 Mar	Engaging with People who are Angry, Sad, Anxious or Panicked
Thurs 3 Mar	Trans Awareness: The Basics (Delivered by Gendered Intelligence)
Tues 8 Mar	Women in UCC: Enhance your Confidence, Resilience & Self Belief (Delivered by Adaptas Training)
Tues 8 Mar	Minute Taking from a UCC Perspective
Tues 8 Mar	Supporting & Managing your Team in the Hybrid Working World
Tues 8 Mar	Exploring approaches to personal resilience and wellbeing
Wed 9 Mar	Our Inner Critic & Imposter Syndrome

Eco-Grief Workshops – Self Care is Climate Care

UCC Green Campus hosts climate resilience workshops throughout the 2022 academic year. These workshops provide a space for students, staff and climate activists in our community to share and listen with compassion to one another as we process and navigate the climate emergency. The aim of this workshop is to help you feel a little lighter, energized and have a few new tools to manage your climate anxiety through the use of guided, earth based meditations that can help you find peace and calm within yourself. We believe that self-care is climate care.



SELF CARE IS CLIMATE CARE

A COMMUNAL SPACE FOR ACTIVISTS TO BREAK FREE FROM DRAMA CYCLES AND EMBRACE EMOTIONAL FREEDOM IN AN EMPOWERED COMMUNITY.

**6-7PM 24TH MARCH
ONLINE (MS TEAMS)**

The Connected Curriculum and You: Launch of a new short course for all UCC staff

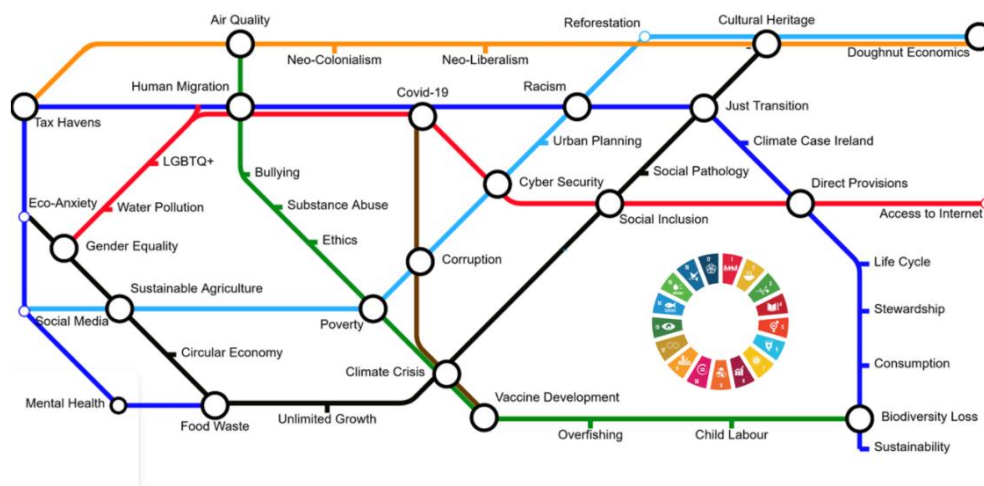


In April 2020 UCC was delighted to launch a new short course on UCC's Academic Strategy's Connected Curriculum, which is freely available to all staff. This course aims to provide useful information about the Connected Curriculum and to help staff to identify how this is relevant to their own activities.

UCC's Academic Strategy provides a framework for the academic direction of the University. One of its six priority areas is the **Connected Curriculum**, which is concerned with connecting all of our activities with research, employability, **sustainability**, inter-disciplinarity, global reach, and community engagement.

SDG Toolkit Launch

The SDG toolkit launched in 2021. This responded to The 2018 The Sustainability Tracking, Assessment & Rating System STARS Report, which determined that less than 6% of modules taught at UCC were characterized as 'focused-on' or 'related-to' the SDGs while 60% of academic departments had sustainability course offerings (Fig. 2). This gap analysis revealed an opportunity for UCC to expand sustainability offerings within the core curriculum. Furthermore, when sustainability is integrated into the core curriculum, it becomes accessible to all students since some might lack the wherewithal to participate in hidden curriculum.



SUPPORTING UCC STUDENTS

SUPPORT TREE SHOWING STUDENT SERVICES

The "Acorn to Mighty Oak" has come to symbolise students' academic, personal and professional development journey throughout their time at UCC. In alignment with this rich metaphor, the support services available to students are presented in the form of a **Support Tree**. This tree depicts the support services currently available to students and provides links to further information about each service.



(CHECK IT OUT! ↗)

Digital Supports for Students

Digital Student Supports - Always available to you on-line.

Health and Wellbeing Supports

[UCC Student Support Tree](#) - for all your students support links in one place

[Keep Well](#) - Tips on how to look after all aspects of your health with updates on [free live events](#). Follow us on our [Keep Well Instagram](#) page to keep in touch.

[Silver Cloud](#) - These self-help [programs](#) are designed to help you improve and maintain your wellbeing by addressing underlying issues that can have a negative impact on how you would like to live your life.

[Shelf Help](#) – Self Help books available free in the library on all aspects of your health.

[ePUB](#) - The electronic Personal Use Barometer (e-PUB) is a brief self-assessment that provides students with accurate, detailed and personalized feedback on their use of alcohol

[Active UCC](#)

Promoting an active healthier lifestyle, UCC Sport provides information on physical activity, take the stairs campaign, ditch the car campaign, walking meetings, healthy eating and quitting smoking.

[Bystander](#): The UCC Bystander Intervention programme educates and empowers students to act as pro-social bystanders, rejecting all forms of sexual harassment and violence both on and off campus. The programme comprises 5 online and 1 face-to-face workshop and seeks to empower students to speak up and demand a zero-tolerance approach to all forms of abuse and violence, ultimately both individually and collectively effecting a culture change across campus.

[NiteLine on-line listening service](#)

Our online instant messaging service can be accessed by clicking [HERE](#)

The Niteline online listening service is available on Sunday, Monday, Tuesday, Wednesday and Thursday between 9pm and 1am.

Crisis Helplines /Text lines

Crisis Text Line – Text UCC to 086 1800 208

Crisis Text Line's text message support service is available to UCC students and Staff, 24 hours a day, 7 days a week. We provide in-the-moment anonymous support and problem solving when you need it most

Samaritans – 116 123 (24 hour freephone)

Pieta House – 1800 247 247 (24 hour free phone)

Aware – 1800 804 848 (10am-10pm freephone)

Financial Wellbeing

[Guide to Budgeting for College Life](#)- College life can be expensive if you allow it to be, but with good sensible budgeting practices, you can help keep your expenses to a minimum.

Learning Supports

[Academic Writing and Study Resources](#)

On this page you will find a variety of downloadable handouts covering important guidelines and resources on academic writing, academic skills, research, and assignments.

[Skills sessions and Workshops](#)

Learn key academic skills, including time management, study strategies, efficient note-taking techniques and presentation skills to help you flourish in your academic programme.

[Preparing For Exams](#)

There is a wealth of information available to you about exams and how to prepare for them. In the Skills Centre, we have pulled together some practical advice for you as you settle into your home study and revision routine.

[Skills Centre Digital Badges and Programmes](#)

A digital badge is a validated representation of a skill, achievement earned, or knowledge gained. These Skills Centre programmes cover a range of topics, from learning public speaking, thinking critically about your academic sources to creating a professional online presence.

[Subject Support from the Library](#)

Subject Guides- your starting point for researching your subject or topic.

[IT Support](#)

All your on-line IT support, information, guides, trouble shooting, tips and tricks in one place.

[Tips and Skills for studying from Home](#)

Resources for exam preparation and studying from home, including daily study planner, weekly study planner, and study schedule suggestions.

Career Building

[Job Applications Toolkit](#): - get career ready, whether for a part time job or for that big job you are dreaming about. Find CVs and Interviews tips and a full range of free [digital tools](#) to take that first exciting steps to make it happen.

[Work while you study](#) - Most students work part time in order to earn some cash to help fund their way through university. Part-time work also offers opportunities for skills development. Follow us on [LinkedIn](#), [Facebook](#) and [Twitter](#) to see our posts about part time opportunities as they arise.

Staying in touch

[UCC Insider](#) - your weekly insight into what's happening on Campus

[Your Student's Union on Instagram](#), and [Facebook](#)

What's On in the Chaplaincy

This page will list our regular events, more details of which can be found on our [instagram](#) and [Facebook](#) pages.

[UCC Connect - Official UCC Social Media](#)

Frequently asked questions (FAQ)

While you will be charting your own unique journey through UCC, you will discover that many of your questions are asked by other students too. The following summary of answers to Frequently Asked Questions may be a useful treasure trove of information.

[Ask UCC](#) - read the questions from other students and ask your own

[FAQ Disability Support Service -](#)

[Resources for New Students](#)

[FAQ Registration and Fees](#)

[Covid19 Student FAQ](#)

[Skills Centre FAQ](#)

[Mature Students FAQ](#)