

**Student Mental Health and Wellbeing Adviser (1.0FTE)
Student Support and Development
Fixed Term for 12 months**

The Glasgow School of Art

The Glasgow School of Art (GSA) is one of Europe's leading independent university-level institutions for the visual creative disciplines. Our studio-based, specialist, practice-led learning and research draws talented individuals with a shared passion for visual culture and creative production from all over the world.

Originally founded in 1845, today we have 2150 students studying across architecture, design, digital, fine art and history and theory. As we develop new academic programmes and enhance our areas of expertise and inter-disciplinarity, our ambition is to continue to grow our student community in Glasgow to our 25% target, and continue to grow our research profile and campuses in Singapore and the Scottish Highlands and Islands. Our internationalisation strategy is embedded across our academic programmes and research, connecting the GSA with some of the world's leading universities and specialist higher education institutions.

Recognised by the Scottish Funding Council as an independent, specialist institution the GSA is an important and integral part of Scotland's higher education provision. Working in partnership with universities across Scotland and the UK, our degree programmes are validated by the University of Glasgow. The University of Glasgow has validated our programmes since 1992 and whilst the Senate of the University has ultimate responsibility for the awards, there is maximum delegation to the GSA for its own quality assurance procedures. The School, through its Academic Council, is also responsible for the development, monitoring, evaluation and updating of its academic framework.

Our 185 academic staff, 80% of which are research active, form a strong creative community united in the ambition to see GSA positioned as a global leader in studio-based research and teaching, transforming thinking by developing creative approaches with new audiences, locally, nationally and internationally. As one of the UK's largest and most intensive research communities for the visual creative disciplines, GSA's research activity is clustered into the following interdisciplinary themes:

- Architecture, urbanism and the public sphere
- Contemporary art and curating
- Design innovation
- Digital visualisation
- Education in art, design and architecture
- Health and wellbeing
- Material culture
- Sustainability

Moving forward GSA has ambitious plans to develop its research profile further through internal collaboration and new partnerships with national and international organisations. We recognise the distinctive contribution made by visual creative disciplines within the rapidly growing interdisciplinary research agenda and seek to position GSA as a global leader in this field. This will involve development and mentoring of GSA's own research talent, recruitment of the best new staff, the securing of higher levels of external research funding to support research projects and further growth in the scale and activity of GSA's PhD community.

While we are firmly rooted in Glasgow, one of Europe's leading creative cities, we are international in outlook with one of the UK's highest percentages of international students and one of Scotland's largest percentages of students from the rest of the UK. Over the last five years over £65 million has been invested in our estates, further investment is currently being planned which will create a cohesive creative campus.

We have a total income of over £30m, and our aim is to cultivate conditions in which the GSA can continue to achieve great things through what we do, with whom we do it and through creative approaches build on our existing strengths and distinctive assets, in order to:

- Achieve excellence and leadership in student-centred studio-based learning
- Engage with new audiences through inter-disciplinary research
- Extend our global reach and creative engagement
- Be a robust and efficient institution – maximising our resources and our potential

The Studio

Our studio-based approach to learning and innovation has particular relevance in the 21st century. The place of the studio in creating the environment for inter-disciplinarity, peer learning, critical enquiry, experimentation and prototyping can help to address many of the grand challenges confronting society and contemporary business. It provides space to bring disciplines together, exploring problems in new ways to find innovative solutions. Studio is at the heart of our pedagogy, how we work and how we engage with others.

The Role

Dimensions

Job title	Student Mental Health and Wellbeing Adviser
Location	Student Support and Development
Reports to	Student Support Manager
Purpose	<p>To facilitate the optimal engagement, participation and achievement of students with complex and enduring mental health conditions at Glasgow School of Art (GSA).</p> <p>To be a key partner in managing risk, providing crisis support and professional guidance to students and to staff in relation to supporting student wellbeing and meeting statutory requirements in the learning environment.</p>

The Student Support and Development Department at GSA offers a range of support interventions and services. The delivery of these is currently structured around the following functions:

- Learning Support and Development: which includes language and study skills and services for disabled students.
- Welfare: support and guidance in relation to the practicalities of student life e.g. funding, finance, accommodation, immigration, visas and so on.
- Student Counselling Service: professional, time limited counselling.

The Student Mental Health and Wellbeing Adviser will provide additional services to students working closely with colleagues in the department.

Principal Accountabilities

- To provide, and as appropriate coordinate, individualised support to GSA students who experience acute, complex or enduring mental health difficulties that are hindering their ability to function fully in the core aspects of their studies.
- To respond to, support and refer vulnerable or at risk students and those in crisis or with immediate needs appropriately.
- To provide information and advice to staff across GSA in relation to supporting student mental health and wellbeing in the learning environment.

Main Duties

- Provide case work support to students with mental health difficulties
 - Use specialist professional expertise and experience to offer support and advice to students
 - Assess complex presentations, including assessing student's psychological distress and level of risk (e.g. suicide)
 - Decide on appropriate interventions, including where an urgent response is required and where further support would best be offered
 - Determine, deliver and monitor reasonable adjustments and support requirements in discussion with the student and in liaison with colleagues as appropriate.

- Refer students to appropriate services and liaise with relevant parties.
 - Offer specialist mental health and wellbeing mentoring to students including where relevant self-care, medication regimes and relapse prevention
 - Monitor progress and support adjustments to therapeutic or study related interventions as necessary
 - Work with students to determine when there may be a need to prioritise treatment over current continuation of studies
 - Have responsibility for casework administration and management; keeping accurate records and case notes to safe, professional and ethical standards.
- With management supervision and support collaborate with colleagues to plan and deliver appropriate interventions for students in crisis or complex situations which involve mental health concerns – usually through responding to requests for help or advice
 - Work with colleagues in the containment of student crisis situations and facilitate effective contact with appropriate internal and external partners assuming a case management role where appropriate.
 - Liaise with the student counselling team over students with complex presentations and accept referrals as appropriate.
 - Liaise with Learning Support Tutors and Disability Support Advisers in their work with prospective and current students who disclose a mental health disability accepting referrals as appropriate
 - Develop and maintain links with local GPs and NHS Mental Health Services in order to establish close working relationships and facilitate referrals to these services.
- Actively contribute to the development and enhancement of mental health and wellbeing support provision across GSA through working collaboratively to:
 - Assist in the development and coordination of institutional policy and practice with regard to students with mental health difficulties including fitness to study.
 - Develop, plan and deliver resources and training for GSA staff relating to the support of student mental health and wellbeing.
 - Provide short focused groups or workshops to students and contribute to the development of workshop material
 - Work closely with the Student Support Manager to build and maintain relationships, networks and awareness with key stakeholders within and beyond GSA e.g. NHS and voluntary sector providers and where required undertake a case management role
 - Contribute as appropriate to the development of practice and protocols
 - Undertake continuing professional development aligned with personal and departmental objectives

- Undertake any other duties as may reasonably be required by the Head of Student Support and Development.

This is a new role within the student support framework at GSA and the post holder will initially need to develop the role in consultation with the Head of Department by:

- Identifying the boundaries of provision in the context of need
- Developing a working relationship with the various stake-holders within GSA as well as with the local mental health services
- Establishing working protocols and policies that enable the delivery of professional services to students and liaison between services.

Relative priorities and commitments will be influenced by the academic cycle and the development and maturity of the post. The post holder will be required to be flexible and willing to adapt to the changing needs of students, the department and GSA as the post develops. It is however anticipated that the post holder will in due course contribute to the support of students that are vulnerable or at risk for a range of reasons, ensuring that they receive appropriate support and determining an effective and proportionate response with monitoring and review of delivery as required.

Relationships

Principal Internal Contacts:

- Directly accountable to the Head of Student Support and Development for all clinical work
- Reporting to Student Support Manager and working closely and collaboratively as part of the Student Support team, in line with service policies and procedures.
- GSA students
- Staff across GSA as appropriate

Principal External Contacts:

Networking, liaising and collaborating with a wide range of clinical and non-clinical agencies to facilitate sharing of information, good practice and effective coordination of GSA and externally based services including mental health and other health professionals.

Person Specification

Experience / qualifications

- The post-holder will be educated to degree level and be a professionally qualified and Registered Mental Health Nurse, Mental Health Social Worker or similar.
- The post-holder will be able to demonstrate:

- Substantial experience of working with a client caseload in mental health services
- Specialist expertise in the assessment of mental health needs and the assessment of risk,
- Knowledge of the range of mental health and other relevant services available where external referral is required.
- Experience of the professional application of statutory frameworks relevant to mental health and illness, including equality legislation.
- A sound understanding of higher education and of the developmental issues common to students. This should include an understanding of the impact of mental health problems on students' capacity to learn and work effectively in a higher education environment.

Additional requirements

- The post-holder will need to be resilient, and able to manage a demanding and complex caseload without undue stress; a measured, robust and professional approach is essential.
- A willingness to work flexible hours including occasional evening and weekend work is expected. There will be no obligation for the post-holder to operate on an on-call basis.

Skills and attributes

The post holder will demonstrate:

- Excellent interpersonal and relationship building skills and the ability to work with students with complex needs in a dynamic learning environment
- Excellent written and verbal communication skills
- Well-developed computer literacy particularly in relation to the use of email and word processing. The ability to develop and manage web-based resources is desirable
- Excellent organisational, administrative and time management skills
- Proven ability to work flexibly and to manage a varied work load
- Ability to work independently and with others using managerial supervision appropriately
- The ability to work as part of multidisciplinary and cross institution teams
- The ability to exercise sound and informed professional and operational judgement under pressure.
- Awareness of and sensitivity to the impacts of inequality, cultural and individual difference and identity based experience.
- Proven ability to develop and maintain networks in order to support clients and contribute to partnership working

Terms and Conditions

Contract	Fixed Term for 12 months
Probationary Period	It is recognised that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description. The probation period for this role is 6 months.
Salary	Grade 6, £32,236 - £37,345 per annum
Hours	35 hours per week
Holidays	35 days plus 11 statutory holidays per annum
Pension	Option to join the Local Government Superannuation Scheme
Notice Period	3 Months