

Policy Link	New Policy			
Responsible Officer	Dean of Students			
Superseded Documents	None			
Review Date	September 2026			
Associated Documents	Academic Appeals Policy Student Critical Incident Procedure Domestic Violence Policy Domestic Violence List of Professional Counsellors Non-academic Grievance Policy Privacy Policy Student Code of Conduct Student Guide to Mental Health Student Sexual Abuse and Sexual Harassment Policy Student Safety Procedure Student Wellbeing Procedure Student Wellbeing Strategy Work, Health and Safety Policy			
Version	Endorsed By	Approved By	Approval Date	Effective Date
1.0	Principal	Governing Board	23/09/2021	23/09/2021

1 PURPOSE

Moore College is committed to supporting the wellbeing of students. The College is dedicated to creating a supportive and safe environment in which students can thrive. In addition, the College will prepare and equip students to administer and be proactive in supporting their own wellbeing.

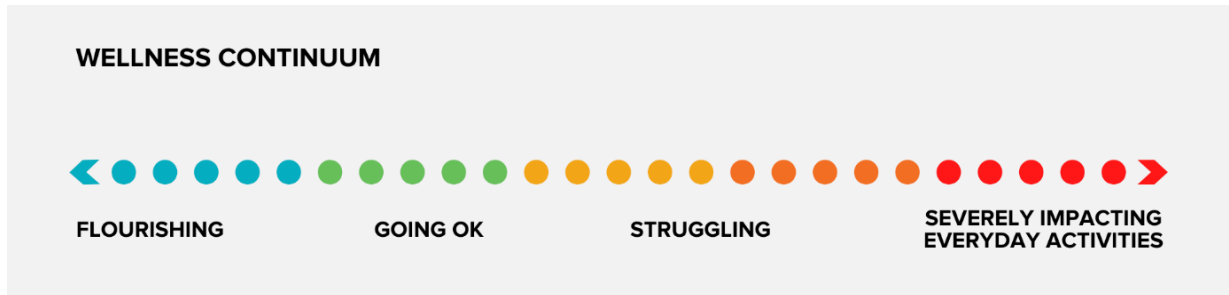
This policy should be read in conjunction with the Student Wellbeing and Student Safety Procedures.

2 SCOPE

This policy applies to all Moore College students enrolled in accredited courses of the College (i.e., it does not apply to those enrolled in unaccredited courses). The policy applies to all Moore College activities and where specified covers issues which may arise outside of normal College activities. Specific support for individual students is determined by the nature of the student's academic program.

3 BACKGROUND

Australian statistics indicate that approximately 1 in 5 adults¹ will experience mental health issues². Moore College therefore expects that our students will have experiences along a continuum of wellbeing while at college.³



Moore College strives toward the flourishing of its students but recognises that all students may have times where they may struggle with their wellbeing and/or mental health. To encourage students towards wellbeing, it is necessary to have a model of what constitutes wellbeing.

3.1 Biopsychosocial–Spiritual Model

Moore College recognises that wellbeing is influenced by biopsychosocial factors.⁴ We also affirm that all humans are spiritual beings and maintain spirituality as a necessary component of student wellbeing.⁵



¹ <https://www.aihw.gov.au/reports/australias-health/mental-health>

² The average age of a Moore College student is 28 years old.

³ <https://beyou.edu.au/resources/mental-health-continuum>

⁴ Engel, G.L. (1977) The need for a new medical model: A Challenge for Biomedicine. *Science*.

⁵ Saad M, de Medeiros R, Mosini AC. (2017). "Are We Ready for a True Biopsychosocial-Spiritual Model? The Many Meanings of 'Spiritual'". *Medicines* (Basel). Oct 31;4(4):79.

The biopsychosocial-spiritual model helps us understand how wellbeing is formed. Our wellbeing state is a complex interplay between our biological makeup⁶, and our psychological, social, and spiritual health.

Optimising these four areas of health creates a foundation that facilitates students' potential for excellence in learning.

4 DEFINITIONS

Key word	Definition
College Activities	All College directed activities, including classes, chapel, meals, accommodation, Mission, chaplaincy, service teams etc. It does not include student ministry placements.
Mental health	“... a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to her or his community”. (Ref: World Health Organisation – Mental Health: strengthening our response 2018) https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response
Online safety	Staying safe in an online environment. This includes ensuring risks to online harms are minimised and promotes positive and safe online experiences. Online harms can include adult cyber abuse, cyberstalking, trolling, fake accounts etc. (Ref: E-Safety Commissioner - Online Safety 101: toolkit for universities 2020) https://www.esafety.gov.au/sites/default/files/2020-05/Universities%20-%20Online%20safety%20101.pdf
Professional Standards Unit (PSU)	A body in the Anglican Diocese of Sydney which administers the complaints and discipline procedure in relation to clergy and church workers. (Ref: Safe Ministry – Professional Standards Unit 2020) https://safeministry.org.au/about/
Safety	Freedom from harm. (Ref: TEQSA Guidance Note: Wellbeing and Safety 2018) https://www.teqsa.gov.au/latest-news/publications/guidance-note-wellbeing-and-safety
Student	Someone who is currently undertaking study at Moore College in any accredited courses, including undergraduates, online diploma, post-graduate programs. This does not include students undertaking unaccredited courses.
Resilience	The process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress. It means 'bouncing back' from difficult experiences.

⁶ <https://developingchild.harvard.edu/resources/inbrief-the-science-of-resilience-2/>

	(Ref: American Psychological Association 2018) https://www.apa.org/topics/resilience#:~:text=Psychologists%20define%20resilience%20as%20the,or%20workplace%20and%20financial%20stressors
Wellbeing	Overall wellness. (Ref: TEQSA Guidance Note: Wellbeing and Safety 2018) https://www.teqsa.gov.au/latest-news/publications/guidance-note-wellbeing-and-safety

5 POLICY

Moore College is committed to:

- a) Enhancing student experience through mental health and wellbeing approaches that are consistent with theology and student need (see biopsychosocial-spiritual model above).
- b) Encouraging and equipping all members of the college community to contribute to learning environments that enhance student mental health and wellbeing.
- c) Encouraging students to take appropriate responsibility for their own wellbeing, developing resilience and seeking assistance through the avenues of support offered by the College or elsewhere.
- d) Encouraging students, as far as they are able, to seek out ways to encourage and support their fellow-students who may be struggling in an area of wellbeing.
- e) Providing access to appropriate, effective, timely information and services for students to meet their mental health and wellbeing needs.
- f) Providing appropriate support to students for incidents which may occur outside of the College and its activities (e.g. student ministry placements or incidents in a student's home country).
- g) Pursuing continuous improvement in mental health and wellbeing shaped by theological conviction and informed by current relevant research.

6 COMPLIANCE AND REVIEW

Moore College will measure the implementation of the policy by:

- Conducting an annual review of college compliance with the policy and reporting to the Principal. (The review may be conducted by the Dean of Students and/or the Dean of Women).
- The formation of a student committee who will be consulted regularly on issues of mental health and well-being.

7 ANGLICAN DIOCESE OF SYDNEY

In addition to the above, the College has regard to the Anglican Diocese of Sydney's policy requirements regarding child protection and its code of conduct (Faithfulness in Service).

8 RECORD KEEPING

Any records arising from this policy will be stored confidentially and securely in the student's file.

9 IMPLEMENTATION

The Dean of Students is responsible for the implementation of the Student Wellbeing Policy.

10 LEGAL AND POLICY FRAMEWORK

Higher Education Standards Framework (Threshold Standards) 2021.

11 REVIEW AND DOCUMENT HISTORY

Version	Approved By	Approval Date	Effective Date	Sections modified
1.0	Governing Board	23/09/2021	23/09/2021	New policy