

Health & Wellbeing



Edinburgh Napier University Mental Health Champions Network Staff Information

Staff Mental Health and Wellbeing

The University is committed to placing health and wellbeing at the heart of the experience of working at the University and to ensure that all members of staff can work in a supportive, health-promoting and caring environment, where they are valued and respected.

The university provides varied support and tools for colleagues experiencing mental health issues and this information is detailed on the staff intranet. There is also support and information dedicated towards Line Managers to help them provide support to their staff.

The university is also keen to remove the stigma of mental ill health and offer support to Line Managers and staff to seek help and in some cases, notify HR of sickness absence attributed to mental health and wellbeing. This is to ensure that staff receive the proper support to help them recover and return to or continue to attend the workplace feeling confident.

How to contact a Mental Health Champion

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 provide early intervention for someone who may be developing a mental health issue. A Mental Health Champion is not expected to act as a counsellor or therapist but can provide a listening ear and signpost to appropriate help and support.

If a colleague wishes to speak to a Mental Health Champion, they can choose who they wish to speak to from the list below of colleagues who have undergone training to be a Champion and who are **happy to help**. The contact details of the Champions are listed below.

Colleagues can contact the Champion through the preferred method and the Champion may suggest they meet on campus in a comfortable environment or speak to them on the phone.

Our Champions have guidelines to follow to ensure they know how to support the colleague in need of support.

Our Mental Health Champions have volunteered to be Champions as they wish to provide support and advice and are committed to breaking down the stigma around mental health. ***Colleagues should be confident approaching the Champions if they are in emotional distress.***

Who can become a Mental Health Champion?

Colleagues who have completed the 12-hour Scotland's Mental Health First Aid (SMHFA) course and/or the Applied Suicide Intervention Skills Training (ASIST) course and received the completion certificate can volunteer to become a Champion. Those who have completed one or both courses are asked if they wish to become a volunteer and have their name and details added to the Campus Champion list.

What is a Mental Health Champion?

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 provide early intervention for someone who may be developing a mental health issue. A Mental Health Champion is not expected to act as a counsellor or share their own experiences.

A Mental Health Champion also takes action to raise awareness of mental health problems amongst staff, challenges mental health stigma, and provides peer support to colleagues.

Why do we need Champions?

We all have mental health just as we have physical health and some people may experience problems, some may be minor and temporary while some may be serious and all consuming. Mental health problems are very common with 1 in 4 people experiencing poor mental health in any year, meaning that most people are likely to know someone who has personal experience of mental health problems within their family, friend or work circles.

At Edinburgh Napier, almost 36% of absences from work are caused by mental health problems which includes workplace stress. The university is committed to reducing the number of mental health problems caused by the workplace and while it cannot stop mental health caused by personal circumstances, the university is keen to support staff who are experiencing issues.

Most people know very little about mental health and unfortunately, stigma is still an issue. Many people say they have not told colleagues about their mental health problems due to a fear they would be treated differently or thought less of and therefore do not seek the appropriate help.

What do Champions do?

A Mental Health Champion can be supportive in a number of ways;

- Follow the SMHFA (ALGEE) or ASIST (PAL) steps if a person is in immediate crisis or life-threatening situation
- Understand and recognise the signs of mental health problems/conditions
- If you see a colleague in (non-life threatening) distress, provide comfort to understand the situation

- Signpost the person to the university support tools such as access to support and counselling from our Employee Assistance Programme (EAP). Also highlight external support tools.
- Provide a listening ear (sometimes that is all people want and need)
- Raise awareness of mental health and make it part of normal conversation to help tackle stigma

The contact details of the Champions are listed below

Mental Health Champion Campus List

**SMHFA Trained

***ASIST Trained

Sighthill Campus

Name	School/Professional Services area	Phone number	Email
Claire Biggar ** ***	Inclusion & Wellbeing Consultant	X 6277	c.biggar@napier.ac.uk
Dr Georgios Andronikos **	School of Applied Sciences (Academic)	X 3427	G.Andronikos@napier.ac.uk
Graham Short **	Principal's Office	X 6401	G.Short@napier.ac.uk
Dr Amanda Pitkethly **	School Applied Sciences (Academic)	X 3201	A.Pitkethly@napier.ac.uk
Kim Edmonds ** ***	Student Wellbeing & Inclusion	X3510	K.Edmonds2@napier.ac.uk
Nicola Kennedy ** ***	Widening Participation	X 3582	n.kennedy@napier.ac.uk
Gail Crosbie **	ENGAGE	X 3470	g.crosbie@napier.ac.uk
David Aitken ** ***	Property & Facilities	X 6119	d.aitken@napier.ac.uk
Geraint Florida-James **	School Applied Sciences (Academic)	X 2420	g.florida-james@napier.ac.uk
Linda Gunn **	DLTE	X 2977	l.gunn@napier.ac.uk
Adam Watling **	Student Futures	X 3338	a.watling@napier.ac.uk
Neil Guthrie **	School Applied Sciences	X 2599	n.guthrie@napier.ac.uk
Kirstie Fairnie **	Student Wellbeing & Inclusion	X 2451	k.fairnie@napier.ac.uk
Ailie McConnell **	HR	X 3691	a.mcconnell2@napier.ac.uk
Megan Jones **	International Operations	X 2937	m.jones2@napier.ac.uk
Becky Dytham ** ***	School Support		b.dytham@napier.ac.uk
Sarah Malone **	School Support	X 3443	s.malone@napier.ac.uk

Craiglockhart Campus

Name	School/Professional Services area	Phone number	Email
Tori Spratt ** ***	School Support Service	X 4440	v.spratt@napier.ac.uk
Carol Ramsay ** ***	School Support Service	X4462	c.ramsay@napier.ac.uk
Gavin Ure **	The Business School	X 2475	g.urie@napier.ac.uk
Jamie Thompson **	The Business School	X 4530	j.thompson@napier.ac.uk
Lee-Anne Mitchell **	The Business School	X 6405	l.mitchell4@napier.ac.uk
Magdalena Gilek **	The Business School		m.gilek@napier.ac.uk
Bernie Critchley ** ***	Student Futures	X 2229	b.critchley@napier.ac.uk
Louisa Henderson **	Student Futures	X 2691	L.Henderson@napier.ac.uk

Merchiston Campus

Name	School/Professional Services area	Phone number	Email
Dr Suha Jaradat **	School of Engineering & the Built Environment	X 2489	S.Jaradat@napier.ac.uk
Lesley McRobb ** ***	Information Services	X 2588	L.McRobb@napier.ac.uk
Firdaus Muhammad Sukki **	School of Engineering and Built Environment	X 2313	f.muhammadsukki@napier.ac.uk
Dawn Smith **	RIE	X3354	d.smith4@napier.ac.uk
Angus MacKenzie ** ***	Student Wellbeing		a.mackenzie@napier.ac.uk
Blair Reid **	SACI (Technician)	X 2605	b.reid@napier.ac.uk
Ian Hamilton ** ***	Property & Facilities (Security)	X6119	i.hamilton@napier.ac.uk
Linda Wallace **	RIE		l.wallace@napier.ac.uk
Russell Wardale ** ***	Property & Facilities (Security Manager)		r.wardale@napier.ac.uk

Bainfield Student Accommodation

Name	School/Professional Services area	Phone number	Email
Lee Mangan ** ***	Property & Facilities	X 3713	l.mangan@napier.ac.uk
Brydon Connolly ** ***	Property & Facilities	X 3497	b.connolly@napier.ac.uk
Fiona Anderson ** ***	Property & Facilities	X 2631	f.anderson3@napier.ac.uk
Lori Marian-Bowker ** ***	Property & Facilities	X 3652	L.Marian-Bowker@napier.ac.uk
Julieta Escribano ** ***	Property & Facilities		j.escribano@napier.ac.uk
Amber Isaacs ** ***	BRT		a.isaacs@napier.ac.uk

BE-ST

Name	School/Professional Services area	Phone number	Email
Abid Suhag **	BE-ST		asuhag@cs-ic.org
Kaye Keenan **	BE-ST		kkeen@cs-ic.org
Lorna Kyle **	BE-ST		lkyle@cs-ic.org
Danielle Miller **	BE-ST		dmiller@cs-ic.org
Kirsty Duncan **	BE-ST		kduncan@cs-ic.org
Fiona MacDonald **	BE-ST		fmacdonald@be-st.build