



Healthy Sydney University

2016-2020 Strategy

Contact us

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Introduction

Creating a healthy university for all

Healthy Sydney University is a university-wide initiative endorsed in 2012 by the Vice-Chancellor and the Senior Executive Group.

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Healthy Sydney University works towards our university being a health promoting university. The Okanagan Charter on Health Promoting Universities (2015) defines a health promoting university:

- Health promoting universities and colleges infuse health into everyday operations, business practices and academic mandates. By doing so, health promoting universities and colleges enhance the success of our institutions; create campus cultures of compassion, well-being, equity and social justice; improve the health of the people who live, learn, work, play and love on our campuses; and strengthen the ecological, social and economic sustainability of our communities and wider society.



Our vision

Healthy Sydney University brings students and staff together to promote the health and wellbeing of our community at the University of Sydney.

We believe the best health and wellbeing outcomes occur when we support healthy people, build healthy places, develop healthy policies and implement healthy practices.

We use and generate evidence to support health for our staff, students and visitors across a range of areas, including the academic, physical, social, psychological and occupational.

Chair: Professor Gwynnyth Llewellyn
Senior Project Officer: Ms Elly Howse

Our working groups

Our three working groups focus on initiatives and strategies to promote physical and mental health and wellbeing for all in our community.

Mental Wellbeing

Co-Chairs:
Dr Marie Leech
Ms Julia Cohen



Move More, Sit Less

Co-Chairs:
Professor Tim Gill
Professor Adrian Bauman
Assoc Professor Martin Mackey



Eat Better

Co-Chairs:
Professor Margaret Allman-Farinelli
Professor Stephen Colagiuri



Our guiding principles

Guiding principle	Definition
Evidence-informed and evidence-generating	Projects carried out or in association with Healthy Sydney University need to be evidence-informed and evidence-generating.
Collaboration	Projects affecting staff or student life are to be developed in collaboration with staff, students and their representatives, including student organisations. Healthy Sydney University supports collaboration with the broader community, including government, industry and non-government organisations who are committed to the health and wellbeing of the community.
Holistic view of health and wellbeing	Projects implemented or endorsed by Healthy Sydney University recognise the relationship between physical and mental health and wellbeing.
University-wide engagement at all levels	Healthy Sydney University supports academic and professional staff, management, students and student organisations across all sections of the university to work together – top-down and bottom-up.
Population and settings-based approach	Activities under the Healthy Sydney University umbrella adopt an integrated, population-based approach, utilising existing resources with a view to scaling up across the university and sustaining outcomes over time. Healthy Sydney University is not a university service addressing individual health needs. These fall under the purview of university operational units (for staff) and university funded or supported services (for students).



Our guiding principles



Creating a healthy university for all

Contribution to the University of Sydney Strategic Plan 2016-2020

Healthy Sydney University aims for its core message – a health promoting university – to be embedded within the everyday business of the University of Sydney.

The following strategic areas operationalise this aim:

1. Education and student experience

That University of Sydney students and graduates will value and positively manage their own health and be leaders in bringing greater health and wellbeing to the communities that they serve.

2. Research

That the University of Sydney leads on measuring and monitoring health and wellbeing across the major Healthy Sydney University theme areas of food and nutrition, physical activity, and mental wellbeing. Additionally, the university maintains an ongoing commitment to evidence-informed, evidence-generating healthy policies and practices through supporting Healthy Sydney University to continue its work.

3. Community engagement

That the University of Sydney is a leader within the broader community in developing and applying knowledge about health promoting universities and activities which in turn offers significant health and wellbeing benefits to students, staff, alumni, visitors to the university and affiliated organisations of the university.

4. Recruitment and awareness

That students and staff choose to work and study at the University of Sydney as an employer or institution of choice by virtue of it being a health promoting university.

5. Strategic and operational engagement

That the core message and guiding principles of Healthy Sydney University are deeply embedded in all university operations including strategic and operational decision-making in order to achieve health and wellbeing outcomes for the whole university community.



Achievements to demonstrate success by 2020

No.	Strategic Area	Project	Description	Anticipated outcomes	Key collaborators
1a	Education and student experience	Graduate qualities	Health and wellbeing infusing all curricula and teaching and learning practices such that graduates possess attributes that distinguish their health and wellbeing values, capacities and leadership.	Embed health within new graduate qualities	DVC (Education) Faculties
1b	Education and student experience	Health and wellbeing module ¹	A health and wellbeing unit of study for all first year students to be developed and evaluated through collaboration of Healthy Sydney University and DVC Education portfolio.	Implementation of an online health and wellbeing unit of study as a flagship project	DVC (Education)
1c	Education and student experience	Student engagement strategy	Ongoing engagement and collaboration with student organisations and student leaders to incorporate health and wellbeing in their services and support to affect the best outcomes for the student body.	Increase in students as initiators and active members of HSU initiatives	Student organisations DVC (Registrar)
2a	Research	Student and staff wellbeing survey	The university tracking its progress on various health and wellbeing characteristics – social, intellectual, environmental, occupational, psychological. ² This data will be used to inform ongoing university and Healthy Sydney University initiatives to assist in measuring their impact in improving community health and increasing engagement with students and staff (ie. Quality improvement).	Implementation of a triennial student and staff wellbeing survey Number of collaborative initiatives driven from the data collected in the survey	Vice-Principal (Operations) DVC (Registrar)
2b	Research	HSU Research symposium	The university supporting a yearly open-access research symposium to exemplify the research generated by Healthy Sydney University's evidence-generating initiatives and to inform the broader community of evidence grounded strategies to develop and sustain health promoting universities.	Yearly annual research symposium Expanded reach in research and attendees	DVC (Research)

1. This unit of study to teach and train students in maintaining healthy lifestyles and building healthy communities, and including the development of wellbeing skills such as but not limited to mindfulness training. This unit will be informed by the latest evidence from University of Sydney researchers. This unit will start with an online nutrition module in 2015-16, followed by engagement with physical activity and mental wellbeing, and other areas for health promotion.
2. An ongoing, evidence-informed Healthy Sydney University triennial wellbeing survey of staff and students with baseline data/reports well established and annual tracking reports to provide benchmark measures in key areas such as nutrition, physical activity and mental wellbeing. Few universities in Australia collect and benchmark this type of data, whereas universities and colleges in the UK, Canada and USA have been engaged in this process for a substantial amount of time.

2c	Research	Corporate website	The development of an interactive and engaging university website which showcases the University of Sydney as a health promoting university through resources and evidence generated by Healthy Sydney University activities and other initiatives/research from major centres such as the Charles Perkins Centre and Brain and Mind Centre.	Expansion in visitors and engagement with corporate HSU website	Vice-Principal (Operations)	4c	Recruitment and awareness	Student recruitment and marketing strategy	The university marketing itself as a health promoting university to future students and following through on this commitment in all university endorsed activities for enrolled students.	Inclusion of health promoting university with HSU in future student recruitment marketing	DVC (Registrar) Vice-Principal (Operations)
2d	Research	Expansion of seed funding opportunities	Further expanding the seed funding available for health promoting initiatives on a yearly basis.	Increase in availability of seed funding opportunities	Vice-Principal (Operations)	4d	Recruitment and awareness	Marketing	The university featuring itself as a health promoting university through its Healthy Sydney University initiative, its outputs and outcomes as a key aspect of the University of Sydney's internal and external profile on website and marketing resources.	Expansion in visitors and engagement with corporate HSU website, staff intranet pages and University social media channels	Vice-Principal (Operations)
3a	Community engagement	Improvement to the campus environment	The development of our university as a physical and organisational place that is welcoming, active, engaged, and an interesting and exciting place to work, study, and visit through providing supportive environments.	Future campus improvement plans to include health and wellbeing components or impact	Vice-Principal (Operations)	5a	Strategic and operational engagement	Senior level decision-making	All university strategic and operational decisions reviewed by asking the question "Will this benefit the health and wellbeing of all involved or have known or unintended negative consequences on their health and wellbeing"? If the latter, the decision/activity should not proceed or be modified to ensure improved health and wellbeing outcomes.	Inclusion of health and wellbeing in university strategic and operational decision-making at all levels, led by the Senior Executive Group	Senior Executive Group
3b	Community engagement	Development of health and wellbeing 'Town Halls'	The creation of student and staff consultation groups and planning days or 'town hall events' to regularly showcase that our university community is empowered by health and to receive feedback on health promoting activities and recommendations to expand and consolidate a healthy university across all campuses and associated organisations.	Ongoing expansion and reach of town hall events for students and staff	Vice-Principal (Operations)	5b	Strategic and operational engagement	Sustainability	The university's sustainability committee and portfolio incorporating Healthy Sydney University as a central feature, noting the important link between the health of people, places and planet.	Inclusion of Healthy Sydney University in the University's Sustainability committee and working groups	Vice-Principal (Operations)
3c	Community engagement	Donor support for HSU activities	The successful outcomes of Development and Alumni in gaining both shorter and longer term funding for research generating initiatives and projects supporting a health promoting university.	Obtaining significant and sustainable support from donor(s)	Vice-Principal (Advancement)	5c	Strategic and operational engagement	Health Impact Assessment for Universities	The university developing and implementing an evidence-informed decision-making guide for assessing the impact of policy and practices on staff and student wellbeing, similar to a Health Impact Assessment or Health Lens Analysis approach. ⁴	Implementation of evidence-based tool Expanded reach and implementation of tool across university	Senior Executive Group
3d	Community engagement	Community partnerships	The development of our university as an active leader and partner with healthy initiatives in our community, in business, industry, and government to pursue research and outcomes for a healthy society. Including opportunities such as: - Sydney to support and drive engagement for a Healthy Universities network Australia - Sydney to sign up to NSW Health's 'Get Healthy @ Work' initiative	Expanding initiatives with other universities, industry, business, government and non-government groups	NSW Health Local government Universities Australia	5d	Strategic and operational engagement	Policy engagement	The university embedding the health promoting university concept within all policy reviews through active Healthy Sydney University consultation. The relevant Healthy Sydney University working group will be consulted in all relevant policy reviews. ⁵	Healthy Sydney University engaged in University policy reviews and development	Office of General Counsel Senior Executive Group
4a	Recruitment and awareness	Employee value proposition	The Employee Value Proposition incorporating the university as a health promoting university.	Inclusion of health and wellbeing statement or component in next Enterprise Agreement	Vice-Principal (Operations)						
4b	Recruitment and awareness	Inclusion of health promoting indicators in staff PDs	The university committing to including relevant health promoting indicators in PM&D / AP&D at all levels. ³	Inclusion of health and wellbeing in relevant PDs	Vice-Principal (Operations)						

3. With leading indicators for senior managers (e.g. top 250) and participation / activity indicators for staff at lower organisation levels.

4. To be developed by Healthy Sydney University as a matter of priority during 2015 for implementation with the new Strategic Plan commencing in 2016.

5. Referenced to the current model with Safety, Health and Wellbeing consulted in all policy reviews from 2014.



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For more information

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