



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Healthy Trinity

Implementation Framework 2020-2025

Right: DU Dance Society launching Health and Sports Week at a flash mob on Front Square.



Background

What is Healthy Trinity?

Healthy Trinity is a cross-university initiative involving over one hundred academic, professional service and student partners which harnesses the energy and positivity of our community to make it easy to be healthy in Trinity. It is Trinity's implementation of the Healthy Ireland Framework.

Vision

“Trinity is recognised as a ‘health enhancing’ university where everyone can enjoy physical, mental, and social health and wellbeing to their full potential, where health and wellbeing is valued and supported at every level of Trinity and is everyone's responsibility.”

Integral to fulfilment of this Vision is a partnership approach between staff, students and the institution with shared responsibilities for health at the individual and institutional level. Healthy Trinity will achieve its vision through small, incremental change across the University. Because our community is so varied, so too are our actions.

Why Trinity needs a Health Promotion Initiative

Healthy Trinity is the initiative through which staff and students engage with the national and international prioritisation of health and wellbeing as follows:

- **National Context** - in 2013 the Government published [‘Healthy Ireland’](#), a framework for improved health and wellbeing 2013-2025.
- **Health Promoting Colleges** - The HSE's Health and Wellbeing Division Operational Plan (2014) identifies the need to develop Health Promoting Colleges in collaboration with the Department of Health and with Higher Education Institutes.
- **Legislative context** - In 2015, the Government announced the [Health and Wellbeing \(Workplace Wellbeing\) Bill](#), which requires public service employers to develop a ‘healthy workplace’ policy to promote the physical, mental and social wellbeing of employees. *Healthy Trinity* will provide Trinity with the framework to meet this legal requirement.



The Healthy Trinity initiative is made up of a co-ordinating Committee with nine working groups.

- **International Context** – The [UN Agenda for Sustainable Development](#), adopted by all UN Member States including Ireland have committed to strengthening communities (e.g., Goal 3 – Good Health & Wellbeing).

How Healthy Trinity was established

In 2014 The Tobacco Free Trinity initiative recommended:

“To emphasise a focus on promoting health, consider including Tobacco Free Trinity in a broader Health Promotion initiative that incorporates healthy eating, physical activity, mental health, sexual and reproductive health etc¹”.

In March 2016, this recommendation was accepted by Board².

Also in 2016, the Faculty of Health Science established a group to implement the Healthy Ireland Framework in Trinity. The two initiatives amalgamated in 2017.

How this document is structured

Healthy Trinity is a solution focused, adaptive initiative that changes with the needs of the Trinity community, the drive of champions who wish to work with us and emerging literature on best practice. This document sets out principles for practice, programme priorities and research and teaching goals to guide our practice over the coming five years. Its format facilitates learning by doing and adapting and refining our actions as we learn.



Academic and operational leads for the co-ordinating Committee and each of the working groups.

¹ Trinity College Dublin (2014) *Tobacco Free Trinity Consultation Document 2013-2014*. Downloaded on 3rd September 2014 from <https://www.tcd.ie/collegehealth/assets/documents/Smoking/TFT%20Consultation%20Report%20Final.pdf>

² Trinity College Dublin (2016) Minutes of Board Meeting 23 March 2016. Downloaded on 12th September 2016 from https://www.tcd.ie/committeepapers/board/download/UniversityBoard_minutes_20160323.pdf

How Healthy Trinity Practices Health Promotion

Partnership between Trinity Academic and Operational staff

The initiative is co-ordinated by the Healthy Trinity Committee which has nine working groups. The Healthy Trinity Committee and each of the working groups are co-led by an academic and operational lead. Through this partnership, academics can advise on research developments, operational staff can implement changes according to the latest data and together they can evaluate what is effective.

Principles for Practice

1. Working Groups develop Workplans with Cross Disciplinary Actions

Each working group develops their own work plan. See the section entitled: Healthy Trinity Work Plan 2020-2025. Work is set out under implementation, research and teaching goals and includes cross disciplinary actions.

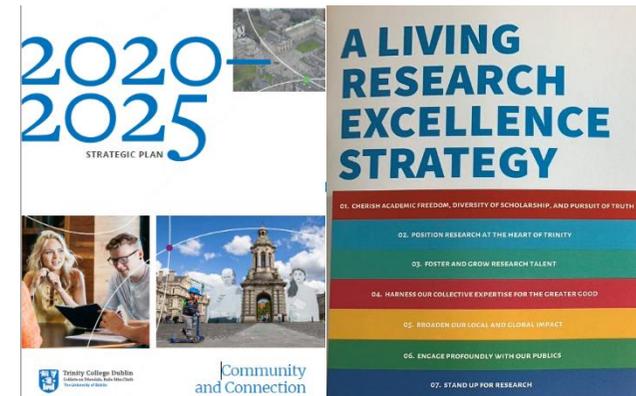
2. Respond to relevant Trinity strategies

Healthy Trinity will respond to Trinity's Strategic Plan 2020-2025ⁱ and Living Research Excellence Strategyⁱⁱ across a number of actions but in particular:

- **Strategic Plan Goal 8.7:** Encourage the physical, mental and social health of the whole College community through implementation of the Healthy Trinity initiative.
- **Strategic Plan Goal 2.4:** Grow the quality and capacity of student services in line with the growth of the student body and increase health and well-being services for students
- **Strategic Plan Goal 5:** We will shape our organisation and focus research around the challenge of achieving a sustainable and healthy planet.

1.1 **Research Excellence Strategy 2019** e.g. Healthy Trinity can “harness the skills of our community” (pg. 26) to “Systematically develop, advance and refresh our collaborative research initiatives within Trinity” (pg. 7)

Specifics of how Healthy Trinity achieves the goals of each of these documents is provided in Appendix A. Healthy Trinity will respond to further Trinity strategy documents where they are health related.



3. Utilise our University as a Living Laboratory for Health

Each year, Healthy Trinity takes data on our population as part of our contribution to the Living Laboratory concept specified by Trinity's Sustainability Policyⁱⁱⁱ. Typically, data are taken in collaboration with undergraduates as a means of responding to the Living Research Strategy's goal of increasing opportunities for undergraduates to engage in research (p.19, Action 2.7). Examples of data published or online include:

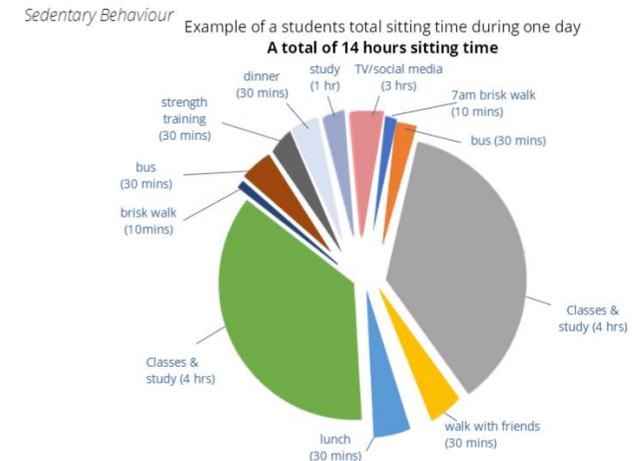
- [Smoking Prevalence and Attitudes amongst Trinity undergraduates.](#)
- [How do students and staff travel to Trinity?](#)
- [Doubling down on stair usage.](#) The effect of point of decision prompts in a university building.

Data taken that is in the process of publication includes:

- Mental health of Trinity staff
- Eating habits of Trinity students and staff
- Study habits of Trinity students

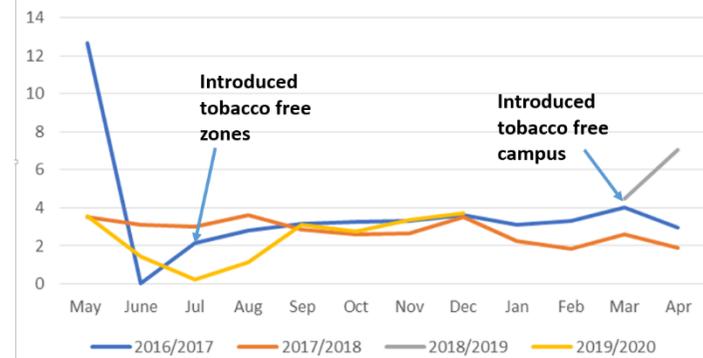
Healthy Trinity will streamline data capture on our population to an annual monitor developed in partnership with other Irish and international higher education institutes. This annual data will be used to compare the Trinity population to other third level institutions and the general population of Ireland and the world. Data obtained will be utilised to make the case for third level funding.

Healthy Trinity ambassadors support the Living Lab approach by capturing data on interventions or policy changes on campus. For example, they complete circuits to count smokers on campus. Through their work, the Tobacco Group saw a large decrease in frequency of observed smoking when Tobacco Free Zones were introduced in 2016, an increase after the campus became tobacco free and a consistent level of approx. 17% of persistent frequency of observed smoking compared to baseline. These data are novel and will be published in 2020/2021.



The physical activity group's graphical representation of estimated sitting time by a student over one day.

Fellows' Square: Frequency of Observed Smoking



Living Lab on Campus: Weekly circuits measure compliance with tobacco free policy.

4. Be Open and Facilitate Health Champions

Healthy Trinity is open to any student or staff member who would like to contribute.

Where practicable, all members of the Trinity community will be invited to contribute to the activities of the initiative through email or via social media. For example in 2016, students were invited to suggest voting options for cigarette ballot bins that were being installed on campus. In 2018 staff and students were invited to choose their preferred bike parking design on campus. In 2019, students and staff were asked to name our new breastfeeding room with “Alma Mater” winning (the 17th century meaning of alma mater is “provides nourishment”). The Tobacco Free Trinity consultation used this approach and had >10,000 community engagements. In 2017 the physical activity subgroup carried out an online survey and consultation workshop with the Trinity community which established the framework and work priorities for the group.

Where possible, Healthy Trinity will facilitate capstone and other undergraduate and postgraduate research. Champions-based health promotion is central to the achievements of the Healthy Trinity initiative. Work completed to date has relied exclusively, with the exception of one part time Health Promotion Officer, on the good will and volunteering of health promotion champions. Healthy Trinity will continue to rely on champions already engaged in the project and is open to engaging with anyone in our community who wishes to contribute to our goals.

5. Act Local, Think Global by Establishing International Partnerships

In line with Trinity’s Strategic Plan 2020-2025, (Goal 6.1 see Appendix A), Healthy Trinity will establish a health promotion network that will compare data, policies and action from Trinity with LERU/EU-CHARM universities.

6. Respond to Relevant National and International Strategies/Initiatives

Working towards Trinity’s Strategic Plan 2020-2025 on Civic Action (Goal 5.5, see Appendix A) on civic action, Healthy Trinity will implement health promotion strategies including but not limited to the Healthy Ireland Framework, Tobacco Free Ireland, the National Physical Activity Plan, Connecting for Life, Ireland’s suicide prevention strategy and study how these strategies impact on the Trinity Community.



Healthy Trinity invited our community to participate in a consultation on bike parking design before the Smarter Travel committee’s funding grant of €130,000 was used to install parking on campus

Reducing Harm, Supporting Recovery

A health-led response to drug and alcohol use in Ireland 2017-2025



Healthy Trinity will respond to relevant elements of national strategies like the Drug and Alcohol Strategy above to assess their implementability

Healthy Trinity will make submissions on national consultations where they are relevant to Trinity. For example in 2020, the Smarter Travel Group made a submission on transport to Dublin City Council with a foreword by the Provost to support social distancing measures on four routes between Trinity's campus and residences which the Smarter Travel Group had identified as a priority for segregated cycling.

7. Be a Voice for Evidence Informed Health Promotion

Healthy Trinity is supported by a student-led communications team who generate social media content for Instagram, campus information screens, Facebook, Twitter and Linked In, as required. The Healthy Trinity Communications team is advised by Trinity's Public Affairs and Communications team. At a weekly workshop, Healthy Trinity Ambassadors create content for evidence informed messages approved by the Healthy Trinity working group leads. The Ambassadors have already created Instagram stories about health research that are radically different to "how we [Trinity] usually do research communications" (Research Excellence Strategy, Action 04, pg. 24) and represent a new means through which Trinity can "Harness the power of the wider community to communicate research" (Research Excellence Strategy, Goal 4.2, pg. 25)

Healthy Trinity works with the course director and students from the MSc in Social Marketing in the Trinity Business School. In 2019, students created social marketing campaigns as part of their course and where their projects are of strong enough design, Healthy Trinity will seek funding to turn them into national campaigns.



Healthy Trinity Ambassadors meet weekly to create social media and social marketing campaigns, contributing to the TEP communicate effectively goal



A campaign developed by MSc students to address social smoking, a trend in youth smoking identified by Tobacco's Living Lab work

8. Promote Health through Teaching

Healthy Trinity will continue to build health knowledge and capacity amongst Trinity's students. In line with the Strategic Plan's goal of implementing a full spectrum e-learning strategy by 2022 (Goal 3.8) the Healthy Trinity Online Tool was developed by a cross-disciplinary team of over twenty academic, operational and student partners with the project lead, Prof. Catherine Darker winning a teaching innovation award from the Dean of the Faculty of Health Science for it. The tool aims to support students to develop healthy habits during their time in university as well as to facilitate them supporting friends in difficulty and learning where to access on-campus support services. It was available to first years only in 2019/2020. Subject to funding, it will be made available to all students in the university.

Since 2016, Healthy Trinity has contributed to a health and well-being module in the School of Business. Through its academic engagement across multiple schools in the university, Healthy Trinity will continue to seek opportunities to engage with students as part of their health-promotion-related modules, including but not limited to the undergraduate programmes in Health Sciences, all of which have elements of health promotion embedded in their curricula. Examples of this engagement to date include how undergraduate physiotherapy students working with the Physical Activity group created, disseminated and evaluated an active breaks video in 2019, and how since 2018, third year mechanical engineering students have created prototypes of inventions to support cycling.

9. Obtain Funding

To date, Healthy Trinity has attracted funding from sources outside and within Trinity and has garnered in kind support from staff across the university. Healthy Trinity will apply for research and implementation funding to complete its work plan. Examples of potential funds include:

- Health Research Board
- EIT Health, EIT Campus etc
- National Transport Authority
- Healthy Ireland
- Dublin City Council
- The National Sexual Health and Crisis Pregnancy Programme.
- Irish Aid, Department of Foreign Affairs and Trade



The Healthy Trinity Online Tool (HTOT) home screen which won a teaching innovation award in 2016. HTOT focuses on broad determinants of health educating students on their own behaviours as well as on how to help friends and access support services on campus.

10. Showcase Health Promotion in Trinity

Health and Sports Week has been an official College Week since 2004 run as a partnership between College Health, Trinity Sport and TCD SU. Whilst each of the Trinity working groups has events and initiatives ongoing throughout the year (see work plan), at the Health & Sports Week launch, Healthy Trinity showcases the breadth of health promoting activities available on campus driven in some cases by the Healthy Trinity initiative and in other, completely independent of it. The show case aims to be student focused and visually appealing. In the past it has involved the climbing club scaling Trinity's bell tower, the Dance Society doing a flash mob on Front Square, singing by Trinity choirs, student showcases of inventions for solutions to cycling problems (pictured) and Frisbee club takeovers of Fellows' Square.



3rd year mechanical engineering students showcasing their bike helmet indicator invention for Smarter Travel

11. Demonstrate our Contribution to the UN Sustainable Development Goals 2030

“Climate change is impacting human lives and health in a variety of ways. It threatens the essential ingredients of good health - clean air, safe drinking water, nutritious food supply, and safe shelter - and has the potential to undermine decades of progress in global health.” World Health Organisation, (2019)^{iv} Healthy Trinity will work towards Trinity's Strategic Goal 5: “We will shape our organisation and focus research around the challenge of achieving a sustainable and healthy planet” by contributing health research to the UN Sustainable Development Goal hub described on page 13 of Trinity's Research Excellence Strategy.

Policies, data and actions will be framed within the international agenda for sustainable development, the UN Sustainable Development Goals (SDG) 2030, to demonstrate how Healthy Trinity is contributing to them. A mapping mechanism has been developed for work completed up to December 2019^v. Whilst almost all the Healthy Trinity activities contribute to SDG Goal 3: Good Health and Wellbeing, the mapping mechanism demonstrates specific actions within that goal. For example, the Mental Health Group contributes to Goal 3.4: Promote mental health. It also shows how Healthy Trinity contributes to the other goals. For example, the Workplace Group contributes to Goal 10: Reduced Inequalities and Goal 5: Gender Equality or the Smarter Travel Group contributes to goals 11: Sustainable Cities and Communities and Goal 9: Industry, Innovation and Infrastructure.

Trinity was ranked 14th in the world for sustainability in the Times Higher Education Impact Rankings in 2020. Healthy Trinity contributes to these rankings and will continue to do so.



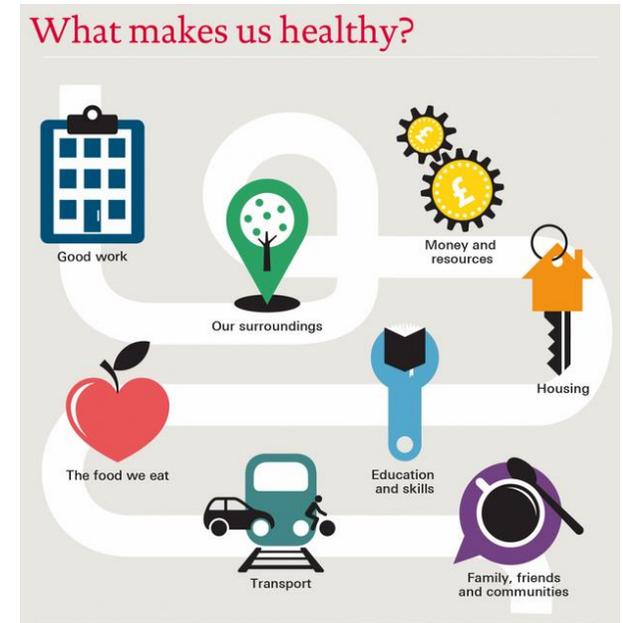
Healthy Trinity maps its research, teaching and implementation activities to the SDGs to show

12. Pursue Equity through Education

“Investing in education and skills is investing in health.” (The Health Foundation, 2019)

Through its educational remit, Trinity is a health promoting organisation. Education is one of the most important social determinants of health because it encourages people to develop lifelong healthy habits, access good work, engage in lifelong learning and problem-solving and feel empowered and valued.^{vi} By the age of 30, those with the highest level of education are expected to live four years longer than those with the lowest level. Healthy Trinity will be a voice for the importance of equitable access to education as a means of promoting health in line with Trinity’s Strategic Plan Goal 1.2 of increasing the socio-economic diversity of the Irish students in the university.

Campaigns focusing on the social determinants of health (pictured) will be developed and will challenge the view that individuals are solely responsible for their health. The importance of third level education in promoting health will be emphasised.



[Infographic by the Health Foundation](#) shows the social determinants of health. Healthy Trinity will highlight third level education as a key social determinant.

Healthy Trinity Work Plan 2020-2025

1. Tobacco

Academic Lead: Prof. Paula Murphy, Registrar

Operational Lead: Dr. David McGrath, Director of the College Health Service

Goal

To achieve the Tobacco Free Ireland goal of <5% of the Trinity population smoking by 2025

Work to date

Since 2016, the group has achieved an 83% reduction in frequency of observed smoking on campus. This reduction was supported by ongoing positive campaigns and actions to highlight the benefits of not smoking. The Group has identified an emerging pattern of social smoking amongst our population that is not being captured nationally.

Relevant Strategies

Tobacco Free Ireland: <https://assets.gov.ie/19465/0c99a96e05c54b249c7d53b93b17437c.pdf>

Plan

Programme Priorities

- 1.1. Campaigns:** Weekly information screen and social media campaigns disseminated focusing on:
 1. Clean Campus; 2. Fresh Air; 3. Healthy Campus; 4. The effect on the environment of smoking;
 5. Social justice and tobacco.
- 1.2. Ambassador circuits:** Continue to arrange for Healthy Trinity Ambassadors to encourage compliance with the policy by walking the campus eight times per week during term time.
- 1.3. Signs and posters:** Each year review signage and posters and identify areas on campus where people smoke and encourage compliance with the Tobacco Free Trinity Policy by installing signage and posters
- 1.4. Support to quit:** Continue to run on campus stop smoking courses. Offer Nicotine Replacement Therapy at a discounted price.
- 1.5. Challenging social smoking:** Create and evaluate a “Chill Chat Zone” no smoking area outside the Pavilions Bar in response to 80% support for the idea in the 2019 Tobacco survey on

#ButtVase wants to take you to the Ball!

Guess the number of butts in this vase. We gathered them outside the Hamilton in 8 h.

A butt takes 25 years to decompose.

TO ENTER, GO TO:
@TrinityHealthPromotion
@HealthyTrinityDublin
tcd.ie/collegehealth/promotion/smoking/

For support to stop smoking email: Health.Promotion@tcd.ie

Trinity smoke free

#ButtVase Campaign: A novel take on traditional jelly bean counting competitions to highlight cigarette litter

2. Healthy Library Initiative

Images of participation in the initiative

Ultimate Frisbee on Fellows' Square

Quiditch come and try on Cricket pitch

DU Yoga Soc in Berkeley basement training room

DU Table Tennis on Fellows' Square

Trinity College Dublin, The University of Dublin

The Healthy Library initiative: Don't take a cigarette break, take a yoga, Frisbee, etc break.

attitudes to and prevalence of smoking in Trinity

- 1.6. Promoting alternatives to smoking:** The Healthy Library initiative is run during second semester exam preparation to encourage students to take active rather than smoking breaks. A don't start smoking may be developed to address the statistic that 50% of those who smoke in Trinity start at over 18 years.
- 1.7. Launch Trinity Hall as tobacco free:** Trinity Hall has >1,000 residents and should be tobacco free.

Research & Teaching Priorities

- 1.8 Does Tobacco Free Trinity reduce smoking?** Conduct a follow up survey amongst first and third year students from three faculties using the same methodology as 2013 to determine how smoking attitudes and prevalence have changed since implementing a tobacco free campus.
- 1.9 Ongoing knowledge sharing and generation:** Submit three papers to the World Health and Tobacco Conference in March 2021, showing learning from Trinity's Living Lab approach to tobacco policy. Work with the Department of Health/Healthy Ireland to ask them to amend their national surveys to incorporate social smoking as the Tobacco group's most recent survey of the Trinity community identified worrying rates of social smoking which is not currently measured nationally. Engage undergraduate medical students in on campus research into the Tobacco Free Campus policy every two years. Where possible, facilitate students who wish to study tobacco in the Trinity environment as part of their course work, capstone or dissertation.



Mairead struck the winning blow to a cigarette shaped piñata to celebrate Trinity's tobacco free zones.

2. Smarter Travel

Academic Lead: Dr. Michael McKillen, Adjunct Assistant Professor and Chair of Cyclist.ie

Operational Lead: Martina Mullin, Health Promotion Officer

Goal

To increase the use of walking as mode of transport to 30% and cycling to 17%.

Work to date

The Smarter Travel Group has identified that Trinity is a global leader in sustainable transport use, with 1% of our students and staff travelling to campus by car. The groups has also identified very high modal share for cycling despite a large proportion of our community feeling that cycling is unsafe.

Whilst continuing to engage the Trinity community in promoting cycling on campus through Sports Club and Society led events, improvements in on campus cycling facilities and communications, the Smarter Travel Group has established relationships with partners beyond Trinity's campus to pursue its aim of segregated cycling between Trinity campuses.

Relevant Strategies

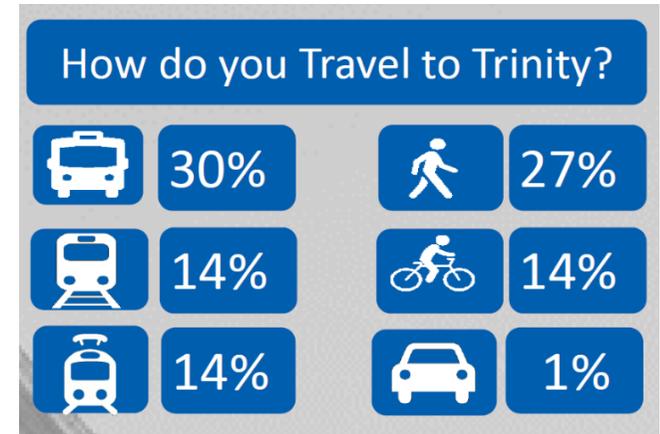
- Design Manual for Urban Roads and Streets: https://www.housing.gov.ie/sites/default/files/publications/files/design_manual_for_urban_streets_version_1.1_low_res.pdf
- The Dublin agreement: <https://www.labour.ie/download/pdf/dublin-city-agreement-final.pdf>
- Bus Connects: <https://busconnects.ie/>

Plan

Programme Priorities

2.1 Orientation: Continue to work with the SU and GSU to promote walking and cycling at orientation and to encourage the Junior Common Room in Trinity Hall to promote cycling.

2.2 Segregate cycling between Trinity campuses and residences: The Smarter Travel group will work with relevant partners to pursue safe, segregated cycling between our campuses and residences. Part of this will be to engage members of the general public, civic society, government organisations, students, staff and businesses in a process to answer the question identified at our first cycle lab: "How can we speed up change to make Dublin a more



Results of March 2019 travel survey of commuting modes amongst Trinity students. n= 1,221.



June 2019 pop up lab for the general public where we defined the question: How can we speed up change in Dublin to make it more liveable for all?

liveable city for all?” This engagement will be done by offering labs hosted by Heathy Trinity, PPI Ignite and BYCS.org. Another part will be to work with Dublin City Council, An Taisce, placemaking organisations, Dublin Chamber, the National Transport Authority, the Road Safety Authority and walking and cycling advocacy organisations to pilot projects that change the built environment to support liveability. Examples may include: Open Street Days, temporary junction painting, working with local businesses to widen footpaths and add cycle lanes, monitoring air quality and changing loading bays etc.

- 2.3 NTA Smarter Travel Campus Initiative:** Continue to participate in the National Transport Authority’s Smarter Travel initiative which incorporates walking and cycling challenges, “Light Up Your Life” events, the Smarter Travel Awards etc.
- 2.4 Build partnerships:** Continue to work with the Dutch social innovation organisations www.BYCS.org and identify LERU partners in the University of Amsterdam to advance our understanding of how we can speed up change in Dublin to make Dublin more liveable. Continue to work with Trinity partners like PPI Ignite and non-Trinity partners like Dublin city council. Through these partnerships apply for European funding.
- 2.5 Campaigns:** In 2018, the Committee produced a video featuring a Trinity alumnus with a visual impairment who has enough vision to cycle but cannot drive. This video will be launched as part of media campaign highlighting cycling as an inclusive mode of transport in 2019/2020. The 2019 travel survey found that there is a lack of awareness amongst the Trinity community that cycling is the fastest mode of transport under 10K. A campaign to highlight this will be created in 2019/2020. The group will continue to create campaigns based on emerging research and priorities. Working with the physical activity group, Smarter Travel will run campaigns to emphasise the importance of incidental movement throughout the day and will support that campaign with actions to change the environment to support movement, in particular for walking and cycling.
- 2.6 On-campus Facilities:** Funding applications will be made to the National Transport Authority for cycle runs on steps into campus, secure, covered bike parking in Trinity Hall and improved bike parking on the College Green campus and St. James’s campus. Through Sport, the group will continue to offer showering facilities on campus.
- 2.7 Cycling policies:** Offer the same mileage in Trinity for all travel modes (as in the Netherlands). The group will create a bicycle parking policy that ensure bike parking is incorporated into new university buildings.



Nov 2019 lunchtime public lab where we answered the question: How can we speed up change in Dublin to make it more liveable for all?

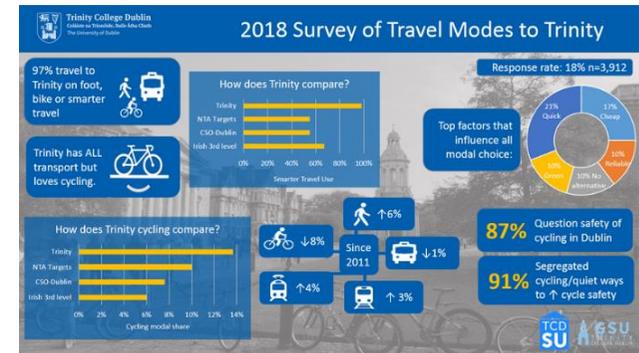


The group will advocate for a liveable GCID campus with wide footpaths and a segregated cycle track from the College Green campus to GCID.

Research & Teaching Priorities

2.8 Monitoring progress: Every three years, the group will measure progress on Smarter Travel amongst the Trinity community.

2.9 Engaging academics and students: The group will engage students and staff in directing their research and teaching towards Smarter Travel. To date, Social Marketing students have created campaigns as specified by the Healthy Trinity working groups, Mechanical Engineers create solutions to cycling problems and MSIS students create business plans for making Dublin more liveable.



Travel surveys from 2011 to 2018 show an 8% reduction in cycling though modal share for cycling is very high

3. Physical Activity

Academic Lead: Dr Emer Barrett, Assistant Professor, Physiotherapy.

Operational Lead: Michelle Tanner, Director of Sport.

Goal

Trinity College is a community where people move, move well and move for health.

Work to date

Following an online survey and stakeholder consultation process in 2017, a comprehensive action plan for this group based on the needs and priorities of the Trinity community were established. A number of projects targeting physical activity and sedentary behaviour across multiple domains were developed. These include informational/educational activities, environmental restructuring, the social environment, incentivisation, enablement activities and modelling. Some examples include the installation of point of decision prompts to increase stair usage in 2019, the development of physical activity material for the Healthy Trinity Online Tool, the establishment of a lunchtime, quick fix, social walk/jog/run group in 2017.

Relevant Strategies

- Get Ireland Active National Physical Activity Plan for Ireland. <https://assets.gov.ie/7563/23f51643fd1d4ad7abf529e58c8d8041.pdf>

Plan

Programme Priorities

- 3.1 Active Breaks Campaign:** Campaign to target prolonged sedentary behaviour of students by the introduction of onscreen prompts during lecture breaks, on campus information screen prompts and social media messaging. Creation and evaluation of an active breaks video to be shown at lecture theatres.
- 3.2 Enabling physical activity:** Develop a project to target physical activity in students with physical and mental disabilities in conjunction with the Sport and Physical Activity Inclusion Officer.
- 3.3 Website and social media:** Continue to populate the Healthy Trinity website drawing together all of the physical activity resources and opportunities into one accessible resource. Work with the Health Trinity communication ambassadors to disseminate the work of the group.



A university-wide consultation in 2017 identified opportunities for physical activity promotion



Because time is the biggest barrier to physical activity, the group has delivered a 35 minute lunchtime, social, walk/jog/run since 2017.

3.4 Social walk/jog/run group: Continue to offer weekly quick fix (30 minute lunchtime) group. Support and evaluate a student led group in St. James's Hospital. Set up in 2020.

3.5 Operation Transformation: Offer student and staff operation transformation incorporating discounted exercise classes, open club sessions, free private exercise classes for groups, launch, weigh ins etc.

3.6 Stair prompts: Install further point of decision prompts to stairwells in Trinity

3.7 Active campus: Develop an educational campaign around the correct usage of sit-stand desks targeted at staff. Purchase a store of equipment available to Trinity staff and to be used in the library. Equipment store to include desk cycles, medicine balls, standing desks etc. Introduce an active workstation to each of the three libraries targeting sedentary behaviour of students.

3.8 Civic Engagement: In local schools, promote physical activity during Active Schools Week. Public lectures on benefits of physical activity during Trinity Week.

3.9 Mind Body Boost Project: The second pilot to be run in conjunction with NUI Galway is an intervention programme for students with low levels of physical activity and/or low-level mental health issues.

3.10 Active Campus Europe (ACE): Implement the European ACE intervention programme which introduces staff and students to physical activity. Round 1 completed, round 2 due late 2020.

3.11 Cross-disciplinary resource: Having already recruited a Sport & Physical Activity Inclusion Officer, the group will work with TCD SU to recruit a full time Sport & Recreation Officer.

3.12 Campaigns: Promote and advertise European Week of Sport & national campaign #20x20 (female sports).

3.13 Event promotion: Promote Trinity Sport social & recreation activities; social sport programme, campus 5k, colour run etc.

3.14 Active university policies: Advocate for an active break policy so that all two-hour lecture slots must include a mandatory break period of 10 minutes. Ensure university stipend policies for example, tutor policies, support physical activity. Facilitate incidental movement through policy and design by encouraging good stair positioning in new buildings, bike parking, showers, cycling infrastructure and green spaces.

Research & Teaching Priorities

3.15 Healthy Trinity monitor: Work in conjunction with the Healthy Trinity Committee to develop a single comprehensive health related student and staff survey to inform ongoing work.

3.16 National survey: Link with Student Sport Ireland (SASSI 2) to conduct research on third level sport and physical activity of students. Extrapolate

Trinity College Dublin
College of Health, Education & Social Care
The University of Dublin

**A healthier heart is the heart
that TAKES THE STAIRS**

ht Healthy Trinity @healthtrinitydublin Healthy Trinity @TCDHealthP

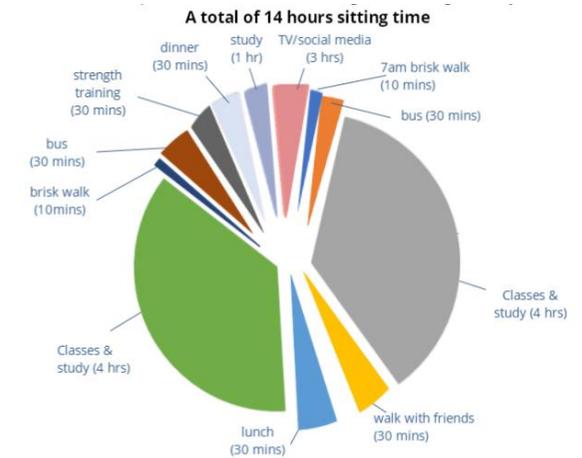
Stair prompts in TBSI installed and evaluated in 2019



Active campus: A store of equipment like this desk cycle will be made available to staff to encourage physical activity at desks

data relating to physical activity levels of Trinity students from the SASSI study in order to inform and target future interventions.

- 3.17 Staff sitting:** Conduct a cross sectional survey of staff to establish the level of knowledge regarding the health effects of excessive sitting and their attitudes towards interventions to reduce it.
- 3.18 Dissemination:** Promote physical activity interventions to wider audience through conference presentations and publications, for example, work completed in 2019 resulted in a conference presentation & publication detailed below; Griffin S, White S, Flanagan K, Ryan S, Maguire F, Mullin M, Tanner M and **Barrett EM**. Doubling down on stair usage: The effect of point of decision prompts on stair usage in a university building. Irish Ergonomics Review 2019. Available at: <http://www.irishergonomics.org/wp-content/uploads/2019/06/Irish-Ergonomics-Review-2019.pdf>
- 3.19 Student contributions:** Continue to actively engage the student population in targeting physical activity promotion; to date 8 Physiotherapy students have completed or are completing Capstone projects in this area & 10 MSc in Social Marketing students have completed project work.



The physical activity group's graphical representation of estimated sitting time by a

4. Sexual and Reproductive Health

Academic Lead: Dr Ann Nolan, Assistant Professor in Global Health, Public Health & Primary Care, School of Medicine.

Clinical Lead: Dr Lisa Lawless, General Practitioner, College Health.

Goal

To promote positive sexual and reproductive health and wellbeing among staff and students.

Work to date

This group was formed in January 2020. Prior to its formation, College Health has been promoting sexual health via its on campus sexual health clinic, through work with TCDSU's sexual health promotion events e.g. SHIFT and SHAG weeks and under Healthy Trinity's participation in the National Condom Distribution Service.

Strategic complementarity with global, regional and national policies:

- [National Sexual Health Strategy](#) and the [Sexual Health and Crisis Pregnancy Programme](#)
- [A Better World: Ireland's Policy for International Development](#) (particularly new initiatives on sexual and reproductive health and rights)
- [Irish Nurses and Midwives Organisation, Menopause@Work: Position statement and guide, 2019](#)
- World Health Organisation, Europe, [The Action plan for sexual and reproductive health: towards achieving the 2030 Agenda for Sustainable Development in Europe – leaving no one behind](#)
- [Health 2020: A European policy framework and strategy for the 21st Century](#)
- [Nairobi Statement on ICPD+25: Accelerating the Promise](#)
- [Sustainable Development Goals](#)
 - Target 3.7: “ensure universal access to sexual and reproductive health care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes by 2030”;
 - Target 5.6: “ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the ICPD Programme of Action and the Beijing Platform for Action and the outcome documents of their review conferences”.
- [The Global Strategy for Women's, Children's and Adolescents' Health \(2016–2030\)](#)



College health has been running an on campus sexual health clinic since 1995



The Group is focused on global, regional and national policies relevant to Trinity e.g the WHO Action Plan above

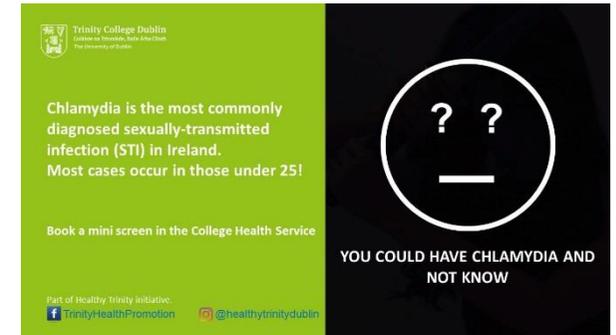
Plan

Programme Priorities – Sexual Health

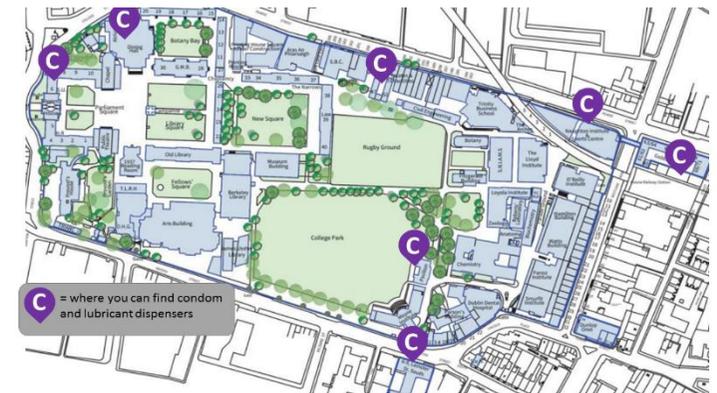
- 4.1 Campaigns:** Social media and campus wide campaigns will be disseminated which reflect sexual health priorities among the target population and align with national, regional and global policy priorities for sexual, reproductive health and rights.
- 4.2 Programme Interventions:** Design and implement programme interventions that are informed by the best available evidence and respond to national trends in sexual health. These may include, but will not be limited to, sexually Transmitted Infection (STI) screening and HIV testing as an integral component of universal health and wellbeing, and/or rapid HIV testing on National and World AIDS Day;
- 4.3 Supportive Environment:** Provide universal access to sexual and reproductive health treatment, support and referral services, while actively ensuring that we leave no student behind in our approach;
- 4.4 Student led activity:** Work with student societies, particularly during orientation, to promote sexual and reproductive health and rights.
- 4.5 Condom distribution:** Install condom dispenser with free condoms throughout campus as per the map pictured. Engage partners throughout Trinity to maintain the dispensers.
- 4.6 Cross-disciplinary working:** Co-create interventions with other working groups through a living-lab process of exploration, experimentation and evaluation - for example: menopause@work with the Workplace Working Group; or at risk sexual health behaviours with the Alcohol and Drugs Working Group

Research and Teaching Priorities

- 4.7 Sexual KAB study:** Undertake a multidisciplinary living laboratory mixed methods innovative study of Trinity's sexual knowledge, attitudes and behaviours (KAB) ecosystem with the aim of co-creating a sex-positive space (funding dependent)
- 4.8 Clinical data:** Review uptake of sexual health services within the Trinity health service and evaluate the student experience;
- 4.9 Research on Consent:** Academic Lead only to work in partnership with Trinity staff, TCD SU and other Irish universities to evaluate the effectiveness of consent workshops and other interventions that support sexual wellbeing.



A 2019 Chlamydia campaign run on Trinity information screens



Partners throughout Trinity will stock free condom dispensers as part of the National Condom Distribution Service

5. Alcohol & Drugs

Academic Lead: Dr. Jo-Hanna Ivers, Assistant Professor in Public Health & Primary Care

Operational Lead: Dr. Freja Petersen, Student Counsellor-Outreach & Prevention

Goal

To draw on existing evidence while proposing new collaborations to implement evidence-based supports and policies at the university level to enable students and staff to monitor and manage their use of alcohol and drugs, and to promote resources and supports available to those who are at risk of or have developed harmful patterns of use.

Work to date

Trinity achieved Gold in the national REACT awards (REACT = Reacting to Excessive Alcohol Consumption in Third Level”) by reviewing initiatives to reduce harmful alcohol use and by putting into place strategies and actions that achieved the REACT action points including the university having an alcohol policy, promoting an online brief interventions tool at orientation and offering addiction supports to students.

In 2019 the working group took baseline data on alcohol attitudes and behaviours amongst Trinity undergraduates which found that 69% of students who drink alcohol in Trinity have harmful alcohol use.

In 2016, the group started an Addictive behaviours and recovery support group open to all students, run by the Student Counselling Service, with support from the TCDSU. In sessions the focus is on developing a deeper understanding of using alcohol and drugs, identifying and coping with triggers, how to build motivation for harm reduction or sobriety, relapse prevention and information about referral pathways to further services. The support group has had a steadily increasing attendance (from 3-4 students attending each session in 2016 to 9-12 in 2020). In October 2019, the remit of the group was broadened to include Drugs.

Relevant Strategies

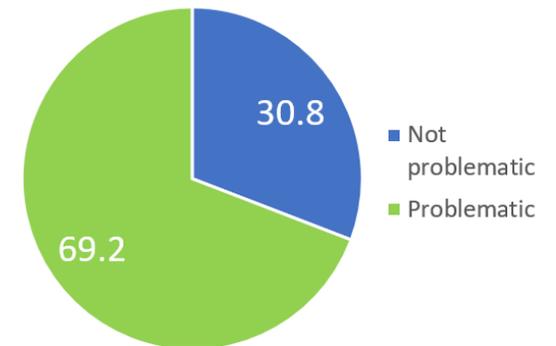
[Reducing Harm, Supporting Recovery. A health-led response to drug and alcohol use in Ireland 2017-2025.](#)

The Minister of State for Higher Education will publish the Report of the [Rapid Response Group on Drug and Substance Abuse in Higher Education](#) in 2020.

Dr. Jo-hanna Ivers is a member of the Group.



In August 2019, Trinity achieved a national award, REACT Gold, award for its work on alcohol.



A 2019 survey of alcohol use among Trinity students found that 69% (n=146) of alcohol drinking students had alcohol related problems as classified by the AUDIT tool.

Programme Priorities

- 1.1 **Addiction Group:** Continue to offer the addiction support group on campus and offer a second weekly session at another location
- 1.2 **Policy:** Develop a Drugs Policy for Trinity in consultation with TCD SU that is consistent with and informed by the National Drug and Alcohol Strategy 'Reducing Harm, Supporting Recovery'.
- 1.3 **Best practice guidelines:** Develop best practice guidelines in drugs policy.
- 1.4 **Referral pathways for alcohol:** Ensure key people in student related services are able to deliver brief intervention around alcohol use and understand internal referral pathways
- 1.5 **Campaign on why people take drugs:** That highlights the meaning and function of addictions, the need to understand these, and build lives and coping strategies that makes them less necessary.
- 1.6 **Campaigns:** Look out for friends trying to break away from addiction to drugs or alcohol. Encouraging those with social anxiety to approach societies and clubs, introverts in Trinity, raising awareness of core shame i.e. a strong global belief that a person has that they are not worthwhile.
- 1.7 **Harm reduction campaigns on campus:** Introduce harm reduction drugs campaigns like the HSE's "what's in your pill" and "Safer Student Nights" on campus. <http://www.drugs.ie/SaferStudentNights> . This resource, which is free, directs the student to information about drugs and links to the self-assessment tool, <http://drugs.ie/drugtest>
- 1.8 **Promote drug and alcohol assessment tools:** Promote self-assessment tools in week 4 of each term. The Drug Use Disorders Identification Test (DUDIT) identifies the impact of drug use on the participant and provides a link to local supports and information on the HSE Drugs and Alcohol helpline. A similar link to a self-assessment tool for alcohol will be disseminated.
- 1.9 **National participation:** Contribute to the Minister's Rapid Response Group on Drugs and deliver actions related to that in Trinity and the work of Alcohol Action Ireland.
- 1.10 **Student Community Support:** Develop a peer recovery support network.
- 1.11 **Chemsex:** Work with sexual health group on a campaign highlighting the risks or chemsex.

Research and Teaching Priorities

- 1.12 **Assessing trends in alcohol harm:** Establish a mechanism that will track key alcohol harm indicators e.g., injuries , anti-social behaviours etc.
- 1.13 **Assessing behaviours in drug use:** Administer the MiUse survey developed by UCC in Trinity and assess results in context of national trends.
- 1.14 **Programme evaluation:** Assess the addiction group, possibly as an undergraduate or post graduate project.



The Counselling Service's addiction group has grown in attendance from 3-4 in 2019 to 9-12 in 2019



Two posts from the #SoberCovid campaign developed by the group during Covid19. The group will disseminate national campaigns or create Trinity ones at key times during the year e.g. Trinity Ball, end of exams etc.

6. Mental Health

Academic Lead: Dr. Louise Doyle, Associate Professor, School of Nursing & Midwifery.

Operational Lead: Trish Murphy, Acting Director Student Counselling Service.

Goal

To promote the mental health and wellbeing of students and staff across the Trinity community.

Work to date

The major piece of work to date of this group was the development and roll-out of the 'Trinity Employee Wellbeing and Quality of Working Life Study'. This study was developed in response to the lack of baseline data regarding the mental health and wellbeing of Trinity staff across all settings and staff categories. A detailed survey was administered in the latter part of 2018 and obtained a response rate of approximately 60% (n=1,175). Preliminary findings have been produced and a further level of analysis is required.

Funding was made available to support the production of 2000 2018/2019 'Lean on Us' fliers which are distributed to students as part of a mental health stigma reduction campaign.

Relevant Strategies

The work of this group will draw on two key national mental health strategies:

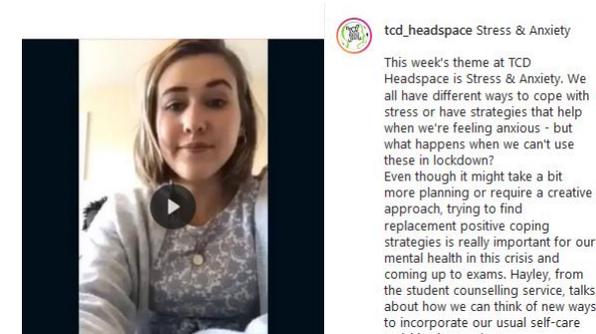
A Vision for Change (2006) – This is the current mental health policy framework in Ireland. It was published in 2006 and an updated mental health policy is due shortly. While this policy is largely focused on the provision of responsive mental health services, it does also consider the importance of mental health promotion more broadly and in a number of key settings including the workplace.

Connecting for Life (2015) – This is Ireland's current suicide prevention policy (2015-2020) which sets out a number of universal mental health promotion approaches which are relevant to our work with the whole of the College community.

In addition to national strategies, the work of the group will be informed by other national policy documents e.g. See Change – A Mental Health Policy Document for the Workplace.



The mental health group draws on national strategies including the Connecting for Life (2015) above.



A student counsellor offering advice on anxiety on the TCD Headspace Instagram account which promotes mental health as well as events and groups available on campus.

Plan

Programme Priorities

6.1 Audit student mental health services: We know from Irish studies (My world Survey 2 - The National Study of Youth Mental Health in Ireland. Dooley, B, O'Connor, C, Fitzgerald, A, & O'Reilly, A, 2019) and international studies (EAB report - Meeting the Escalating Demand for Mental Health Services, 2018, EAB Global, Inc.) that anxiety increasing dramatically in the student population across the globe and this has led to an increase in demand for mental health supports in universities. Studies have attributed the increased demand in mental health support to four factors:

- a. greater acceptance of talking about mental health in society generally;
- b. better and earlier diagnosis and treatment;
- c. universities becoming known for their ability to provide support;
- d. increasing academic and financial pressures on students during their degrees

(‘Student Mental Health and Wellbeing in Higher Education’ ed by Nicola Barden and Ruth Caleb, 2019, Sage, UK).

The Mental Health group will conduct a review of the mental health needs of Trinity students that examines how current services and systems internal & external, might be used more effectively to meet current and future needs. It will consider the role of prevention & education as well as direct service provision and propose additional strategies to meet the mental health needs of students, including how we can harness academic staff and student support as well as professional services internal & external to the College.

6.2 Further analysis and dissemination of results of staff well-being study: Once a deeper level of analysis has occurred, results of the survey will be presented at key committees and will be published in appropriate conferences and academic journals in addition to being reported to the larger College community.

6.3 Interventions: Drawing on the findings and recommendations from the survey, a number of evidence-based interventions relating to key areas in workplace mental health will be rolled out.

6.4 Campaign: Targeted mental health promotion campaigns aimed at students, staff and the wider College community will be developed, tying in with existing College mental health initiatives in addition to national mental health promotion efforts.

6.5 Funding: Secure research funding to continue work on the ‘TCD Employee Wellbeing and Quality of Working Life Study’ and to plan for a repeat study within the next 24 months. Funding is also required to undertake the significant piece of work auditing student mental health services as outline in point 1 above.



The #LeanOnUsTCD campaign encourages students to reach out to Student Services by sharing the stories of students who have done so in the past.

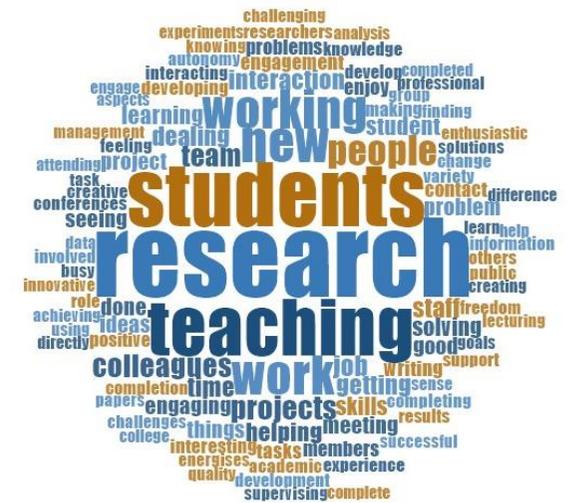


The Mental Health Group will continue to respond to growing anxiety amongst students as identified in the My World 2 survey.

Research and Teaching:

6.6 Analyse “Trinity Employee Wellbeing and Quality of Working Life Study” is a very large study of staff mental health and well-being in the workplace. With a large response rate, it produced significant amounts of data and is a valuable source of information from which to develop and roll-out evidence-based interventions to improve workplace wellbeing. To monitor any changes in trends in staff mental health and well-being, it is proposed that this study is administered again in the next 24 months.

6.7 Literature review: To contextualise the findings of this study, an in-depth review of the literature will be required which will enable some comparisons of staff mental health and wellbeing from our findings to published findings from similar studies of University staff nationally and internationally. In addition, a review of the literature is required to identify the most appropriate evidence-based mental health promotion interventions for the workplace.



Findings from the Trinity Employee Wellbeing and Quality of Working Life Study - What energises you most about your work?

7. Workplace

Academic Lead: Currently vacant.

Operational Lead: Dr. Katrin Dreyer-Gibney, Learning & Development Project Manager, Human Resources and Research & Teaching Fellow, Trinity Business School.

Goal

- Strengthen Trinity's underlying capabilities and resources that enable workplace wellbeing. These underlying capabilities and resources include individual staff's awareness and knowledge related to their personal well-being (People) and the University's provision of resources to promote staff wellbeing (Place/Process). The intention of this is to create and maintain a working culture which supports staff wellbeing through informal everyday practices (Practice). Indicators for goal achievement in relation to workplace wellbeing include:
- Physical, mental and social health and wellbeing is achieved
- Staff feel a sense of belonging to the community
- It is safe to have a voice, to be seen and heard
- Each person's role is recognised as contributing to the success of the University
- Leaders courageously address behaviours & practices that impact a safe and healthy workplace
- Employees perceive existing processes and procedures as fair

Work to Date

Framework & Governance

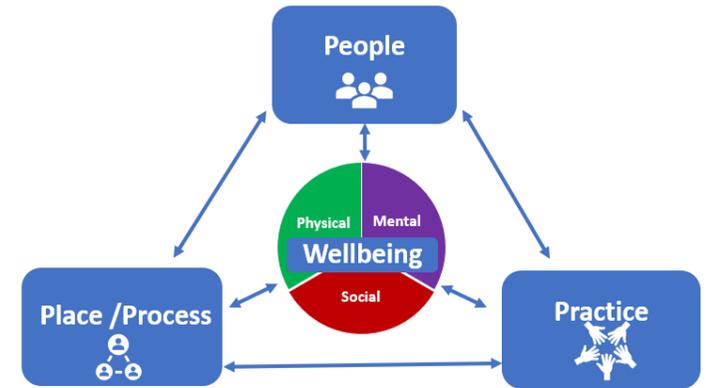
- Workplace Wellbeing Policy and Framework developed in conjunction with focus groups of 100 staff and signed off by Executive Officers' Group in July 2018.

Culture, Policy & Practice

- Trinity Core Competencies (2019) - wellbeing incorporated as behavioural indicator of potential and performance.
- Living culture (2019) - a series of conversations and a workshop involving 60 members of the college community to define Trinity's relational values. The results will be published in 2020.

Training & Development:

- Resilience building programmes piloted from 2019 offering training including reframing challenges and time management.
- Physical wellbeing practices incorporated into training programmes.



The Workplace Wellbeing Framework developed after consultation with >100 staff and adapted from a PhD Study on New Service Development in the University Sector.



HR has developed core competencies for all staff with wellbeing included as a behavioural indicator of potential and performance

- Healthy food choices offered on training programmes, guided by the Healthy Ireland Meeting and Sustainable Development Goals

Communications & Recognition

- Wellbeing page on the Trinity HR website (tcd.ie/hr/staff-wellbeing)
- Wellbeing Series of talks introduced as part of the YourHR series
- Shortlisted for CIPD award (January 2018)

Relevant Strategies

- In 2015, the Government announced the [Health and Wellbeing \(Workplace Wellbeing\) Bill](#), which requires public service employers to develop a ‘healthy workplace’ policy to promote the physical, mental and social wellbeing of employees.
- The World Health Organisation Healthy Workplace: [Framework and Model \(2010\)](#) incorporates a meta-analysis of effective interventions.
- Healthy Ireland [will publish a Healthy Workplace Framework](#) in 2020.

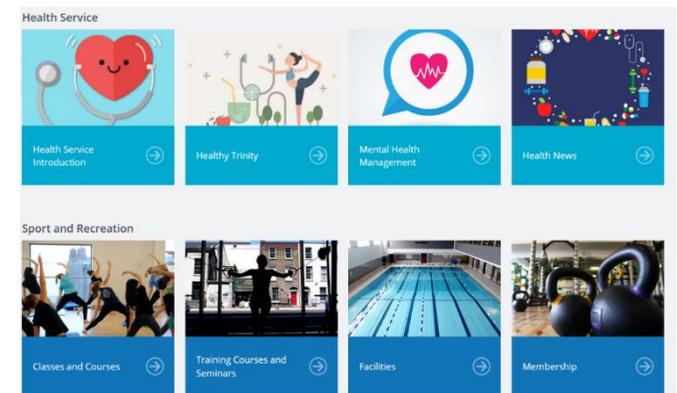


The Group was shortlisted for a CIPD award for workplace wellbeing and created [this video](#).

Plan

Programme Priorities

- 7.1 Respond to staff needs:** Work with the mental health group to develop evidence informed wellbeing initiatives and policies that respond to the needs expressed by staff in the survey of staff well being completed by the mental health group.
- 7.2 Work life balance:** Explore working with Trinity stakeholders to establish a Working Group on Family Leave and Flexible Working and monitor the take-up of Maternity, Paternity and Parental Leave, including maternity return rate and retention.
- 7.3 Core Meeting Hours Policy:** The Core Meeting Hours Policy will be fully implemented.
- 7.4 Performance Management:** As part of developing the HR Career and Talent Development initiative, which sets out how people are managed, what targets they work towards and how their work relates to the mission of the university, the Group will explore incorporating drivers of performance related to well-being.
- 7.5 Induction:** Healthy Trinity will be promoted as part of new staff induction.
- 7.6 Charity event:** The group will work with other groups to explore engaging Trinity staff in an annual enterprise community event per annum e.g. Mini-marathon, Great Dublin Bike Ride etc.



Workplace health promotion on Trinity’s Human Resources webpages

7.7 Campaigns: The group will create content for internal staff communications. e.g. the weekly staff update in CSD, the staff intranet being developed, HR website etc

Research and Teaching Priorities

7.8 Teaching: The MSc Programme in Operations and Supply Chain Management will include the workshop “Creating Healthy Workplaces”, as part of Sustainable Operations Management module

7.9 Research with Mental Health Group: Work with the Mental Health group to assess patterns in staff wellbeing.

7.10 Action Learning: Continue the Action Learning Research Project: “Workplace Wellbeing – from Policy to Implementation: Barriers and Enablers” through which the group will learn about the process of implementing a workplace wellbeing policy in Trinity.

7.11 Monitor: Establish a well-being monitor for staff to be disseminated on an annual or bi-annual basis.



Infographic developed by Human Resources during the Covid-19 closure of Trinity to guide managers in support the well-being of their staff

8. Healthy Eating

Academic Lead: Dr. Anne-Marie Bennett, Assistant Professor in Dietetics

Operational Lead: Moira O'Brien, Head of Catering

Goal

A 2019 survey indicated that almost a third (30.4%) of students rate their cooking skills a poor or very poor. This committee aims to reduce this proportion by 5%, to 25% by 2025.

Work to Date

The group conducted a survey on the barriers to healthy eating among students in 2017. Key findings indicated that food habits were better than those of the general population; however, challenges exist around the perception of the time needed to prepare and cook meals. A survey on the behaviours and attitudes towards food and fluid consumption in College was conducted among students and staff in 2019. Analysis is underway and will inform a medium-term action plan for the group. The group developed the Healthy Eating component of the *Healthy Trinity Online Tool* and designed messages for social media and on-campus information campaigns. A vending machine with healthier options was installed and analysis of its use is underway. The number of vegetarian and vegan options available in College catering outlets was increased.

Relevant Strategies

- Scientific recommendations for National Healthy Eating Guidelines in Ireland.
<https://www.hse.ie/eng/about/who/healthwellbeing/our-priority-programmes/health/healthy-eating-guidelines/>

Plan

Programme Priorities

- 8.1 Lunchbox Campaign:** Create a five day series of videos on lunchbox ideas for eating on campus.
- 8.2 Cooking demo:** Link with Mental Health group and Catering to facilitate a healthy cookery demonstration and social event (with healthy food and drinks) for year 1 students, to encourage friendship, healthy engagement, etc
- 8.3 Orientation:** Review the “Healthy Body” (Week 5) part of Trinity in 12 Weeks, to ensure the tips on Food and Nutrition are up to date.
- 8.4 Website:** Update website each year for orientation.



Health and Sports Week launch 2017 focused on healthy eating



The group disseminates healthy eating campaigns throughout the year

8.5 Campaigns: Welcome to Dublin, environmental scan on where to buy fresh foods, map of where you can prepare and eat own healthy food, lunchbox series, environmental eating.

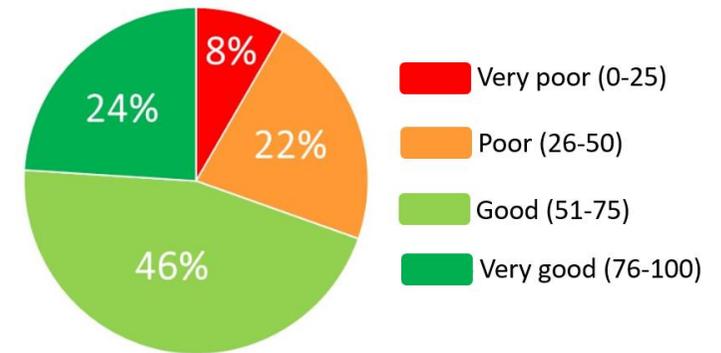
8.6 Joy of Food Event: Mental health through food as part of new year.

8.7 Policy: Review a draft policy developed in 2017 on healthy eating and have it accepted as part of the student spaces work on campus.

Research and Teaching Priorities

8.8 Analyse data and publish paper. Analyse the data obtained from the survey of students and staff on food attitudes and behaviours. Develop a manuscript on the findings of the survey, if data are publishable

8.9 Student and academic engagement: Continue to engage students in analysing data as part of their coursework.



Self-rated cooking skills on scale of 0-100 among 1,207 undergraduate students in Trinity (2019 survey)

9. Breastfeeding

Academic Lead: Louise Gallagher, Assistant Professor, School of Nursing & Midwifery.

Operational Lead: Dr. Elizabeth Quinn, Visiting Research Fellow, School of Nursing & Midwifery.

Goal

To make it easy to breastfeed in Trinity

Work to Date

The group was established in 2016 and facilitates the delivery of a monthly La Leche League meeting on campus. With membership from Diversity & Inclusion and the Equality Office, the Group has updated Trinity's staff breastfeeding policy to support mothers breastfeeding their child for up to two years and for students, recommends the use of the School of Nursing and Midwifery's policy. It publishes details on how breastfeeding rooms can be accessed and members of the group have installed breastfeeding spaces. It has a breastfeeding champions programme to support those who are returning to College in continuing to breastfeed while doing so. It has created a two-hour breastfeeding workshop for dietetics undergraduates that can be delivered to other courses where graduates will have interaction with mothers and babies.

Relevant Strategies

[Breastfeeding in a Healthy Ireland:](#) Health Service Breastfeeding Action Plan. 2016 – 2021.

Plan

Programme Priorities

- 9.1 Breastfeeding group:** Continue to run monthly breastfeeding groups on campus with La Leche League Trinity.
- 9.2 Facilities:** Promote current breastfeeding facilities on campus and if necessary, develop more. Install breastfeeding friendly furniture in Trinity catering outlets i.e. comfortable chairs with arms.
- 9.3 National and World Breastfeeding Weeks:** Organise breastfeeding events for example a breastfeeding flash mob during National Breastfeeding week, a pop up breastfeeding cafe in Trinity catering, a workshop or seminar for the public on breastfeeding.
- 9.4 Policy:** Extend the School of Nursing and Midwifery's breastfeeding policies to further schools.
- 9.5 Athena Swan:** Support applications by the University community by sharing information and updates.



The work of the Group contributes to Trinity's Athena Swan applications.



Enjoying a feed at the monthly La Leche League Trinity breastfeeding group in the Pavilions.

9.6 Campaigns: Engage with the workplace group to promote Trinity's breastfeeding resources to staff who are going on maternity leave. Create a campaign for breastfeeding on Trinity's staff networks: Weekly emails, intranet and LinkedIn.

Research and Teaching Priorities

9.7 Breastfeeding on Curriculum: Offer a two-hour breastfeeding workshop by a member of the School of Nursing and Midwifery to courses where graduates will have contact with new parents and babies. Piloted with first year dietitians in 2020. Will also be offered to Medicine, Pharmacy, Psychology etc.

9.8 PhD Student: The School of Nursing and Midwifery will publish breastfeeding research via a PhD student starting in 2020.



The School of Nursing and Midwifery's breastfeeding room, one of four on campus.

Appendix A

Healthy Trinity response to Trinity's Strategic Plan 2020-2025 and Research Excellence Strategy 2019

Trinity College Dublin Strategic Plan 2020-2025

Goal	Trinity Strategic Plan Wording	Healthy Trinity Response
1.2	Approve a new undergraduate admissions strategy by 2021 to spur on excellence by increasing the socio-economic and geographical diversity of the Irish students in the university.	Under Principles for Practice 12: Healthy Trinity will be a voice for the importance of equitable access to education.
1.6	Ensure our diverse student community has access to state-of-the art support with broader and more diverse catering offerings, including venues for preparing their own food.	Healthy Eating group actions
2.2	Bring the undergraduate experience closer to the research postgraduate experience through the mainstreaming of Capstone Projects across all programmes by 2020	Under Principles for Practice 4. Be Open and Facilitate Health Champions some groups have already facilitated Capstone and other undergraduate and postgraduate research projects. Healthy Trinity will continue to do so.
2.4	Grow the quality and capacity of student services in line with the growth of the student body and increase health and well-being services for students	All groups.
3.8	Implement a full-spectrum digital learning strategy by 2022.	Under Principles for Practice 8: Promote Health through Teaching, the Healthy Trinity Online Tool is an
4.7	Become a world leader in how we communicate research and its impact to our multiple audiences.	Under Principles for Practice 7. Be a Voice for Evidence Informed Health Promotion, all groups will work with the Healthy Trinity Ambassadors to communicate evidence informed messages.
4.9	Systematically present policy relevant research to decision makers through a host of seminars and workshops	Under Principles for Practice 3. Utilise our University as a Living Laboratory for Health and 4. Pursue Equity through Education, Healthy Trinity will compare the Trinity population to the general population and present findings.
4.10	Leverage Trinity's central location in an EU capital city as a focus for social science research and outreach activities, bringing research impact and an evidence base to vital policy debates in growth, equality ethics and Ireland's position in a changing world	Under Principles for Practice 3. Utilise our University as a Living Laboratory for Health and 4. Pursue Equity through Education, Healthy Trinity will compare the Trinity population to the general population and present findings.

5.5	Support and conduct civically-engaged research thereby increasing the number of research outputs connected to UN SDGs by 20% by 2025.	Under principles for Practice 3. Utilise our University as a Living Laboratory for Health, groups will deliver research under SDG 3: Good health and well being at a minimum.
5.9	Achieve an Athena SWAN Silver award by 2025.	The work of the Breastfeeding Group in particular is of importance to Trinity's Athena Swan applications.
6.7	Intensify our engagement with LERU and the Coimbra Group.	The initiative in general will pursue international networks
6.11	Play a key role, as part of Dublin's new Innovation District, in transforming Dublin in the top 20 innovation cities globally by 2030.	Smarter Travel Group Plan 2.2 Segregate cycling between Trinity campuses and residences.
7.1	Launch, by 2022, the masterplan for Trinity @ Grand Canal Quay, part of the Grand Canal Innovation District initiative, providing infrastructure for new research linking Engineering, Environment and Emerging Technologies	Smarter Travel Group Plan 2.2 Segregate cycling between Trinity campuses and residences.
7.10	Encourage sustainable transport and biodiverse rich areas on campus.	Smarter Travel Group Plan 2.2 Segregate cycling between Trinity campuses and residences. Physical Activity Group Plan 3.14 Active Universities Policies.
8.1	Develop communication channels that will enable connection and contribution by all members of our community, in recognition of the need and desire of all staff to be involved in the university community.	Under Principles for Practice 7. Be a Voice for Evidence Informed Health Promotion, all groups will work with the Healthy Trinity Ambassadors to communicate evidence informed messages.
8.7	Encourage the physical, mental and social health of the whole College community through implementation of the Healthy Trinity initiative.	Healthy Trinity Vision
8.14	Establish a Working Group on Family Leave and Flexible Working and monitor the take-up of maternity, paternity and parental leave.	Workplace Group Plan 7.2 Work life balance: Explore working with Trinity stakeholders to establish a Working Group on Family Leave and Flexible Working and monitor the take-up of Maternity, Paternity and Parental Leave, including maternity return rate and retention.
8.15	Implement fully the Core Meeting Hours Policy.	Workplace Group Plan 7.3 Core meeting hours policy. The Core Meeting Hours Policy will be fully implemented.

A Living Research Excellence Strategy

Page	Strategy Topic	Research Excellence Strategy Wording	Healthy Trinity Responds to this through:
4	High Level Goal	To fully reflect the research intensity of the institution in our governance, structures, and operational practices.	Principles for Practice: 3. Utilise our university as a living laboratory for health. 4. Be open and facilitate health champions
4	High Level Goal	To be bold in defining and taking the lead in multidisciplinary initiatives or emerging fields of research that leverage our expertise, for the long-term benefit of humanity.	Principles for Practice: 1. Working groups set workplans with cross-disciplinary actions 4. Be open and facilitate health champions
4	High Level Goal	To identify and deliver opportunities for local and global impact that exemplify the diverse forms of scholarship that are part of the Trinity research landscape and drive impact to new heights.	Principles for Practice: 5. Act Local, Think Global by Establishing International Partnerships 6. Respond to Relevant National and International Strategies/Initiatives 11. Demonstrate our Contribution to the UN Sustainable Development Goals 2030
6	Action 1. Stimulate and bring strategic research collaborations	<p>1.2 Systematically develop, advance and refresh our collaborative research initiatives within Trinity</p> <p>1.1.2 We can, from a top-down perspective, identify further gaps and areas that are primed for expansion and growth. The areas that are ripe for this are ones in which we already have expertise, have people willing to take on leadership, and in which there are opportunities for supporting growth. This combination is very important.</p> <p>1.2 Bring the identified initiatives to fruition in an open and collaborative manner. Once initiatives are identified, through whatever mechanism (top-down/bottom-up), the work begins in 2making those initiatives thrive and excel.</p> <p>1.3 Build the wider collaborative networks we need to do our research</p>	<p>Principles for Practice: 1. Working groups set workplans with cross-disciplinary actions</p> <p>General comment: Healthy Trinity is an initiative that has grown through the contributions of many partners across the university and is primed for expansion and growth from 2020-2025</p>

16	Action 2. Make it easier to do research	<p>2.5 Make it easier for large-scale research initiatives to work within our structures. Our university is organised into faculties and schools, and this structure works well. However, it can be the case that large-scale collaborative research efforts that sit across schools do not always sit in perfect harmony with the college structures. We need to completely eliminate any friction that occurs so that our collaborative research initiatives, our schools, and faculties can all thrive. Actions here include identifying issues and creating structures so that all relevant parties can work through any issues that might arise.</p> <p>2.7 Increase opportunities for undergraduates to engage in research. It is never too early to start people on the research path.</p>	<p>Principles for Practice:</p> <p>1. Working groups set workplans with cross-disciplinary actions</p> <p>4. Be open and facilitate health champions</p>
20	Action 3. Generate the research funding and resources we need	<p>2.7 Expand the base of eligible researchers applying for funding through external hires as well as from within.... [This] is about making sure that every member of staff in Trinity who has the kind of research that lends itself to attracting funding is engaged in this kind of activity. Actions here include proactively encouraging staff to apply for funding and working with them to this end....</p>	<p>Principles for Practice:</p> <p>9. Obtain Funding</p>
24	Action 4. Radically revise how we do research communications	<p>4.5 Initiate a series of flagship communications projects... to become a world leader in research communications. Improving how we communicate and better harnessing the talents of our students and staff will no doubt do that. However, we need to go further and work on very big and bold initiatives. Any initiative will, of course, need resourcing and part of the challenge will be to secure resources to deliver these goals. The actions here involve exploring options, weighing up opportunities, finding resources as well as planning and delivering</p>	<p>Principles for Practice:</p> <p>7. Be A Voice for Evidence Informed Health Promotion</p>

ⁱ Trinity College Dublin (2019) Strategic Plan 2020-2025. Available from <https://www.tcd.ie/strategy/trinity-strategy.pdf>

ⁱⁱ Trinity College Dublin (2019) A Living Research Excellence Strategy. Available from <https://www.tcd.ie/strategy/documents/tcd-research-excellence-strategy.pdf>

ⁱⁱⁱ Trinity College Dublin (2017) *Sustainability Policy*. Available from <https://www.tcd.ie/about/policies/assets/pdf/sustainability-policy-15112017.pdf>

^{iv} Howard Frumkin, Jeremy Hess, George Luber, Josephine Malilay, and Michael McGeehin, 2008: [Climate Change: The Public Health Response](#) American Journal of Public Health **98**, 435_445, <https://doi.org/10.2105/AJPH.2007.119362> World Health Organisation (2019) Climate Change Overview. Downloaded on the 1st December 2019 from https://www.who.int/health-topics/climate-change#tab=tab_1

^v <https://prezi.com/czeswr4qfwq0/healthy-trinity-map-2019>

^{vi} <https://www.health.org.uk/infographic/infographic-what-makes-us-healthy>