



HEALTHY TRINITY

Vision

“Trinity College Dublin 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 at the individual and the institutional level.

- **National Context – in 2013 the Government announced [‘Healthy Ireland’](#)**, our national framework for action to improve the health and wellbeing of the people of Ireland. Its main focus is on prevention and keeping people healthier for longer.
- **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.
- **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).

Healthy Trinity will provide Trinity with the structure to fulfil these national and international needs for staff and students.

Terms of Reference

1. Embed health into all aspects of campus culture, across the administration, operations, student, services and academic mandates.
2. Promote, support and implement physical, social and mental health and wellbeing as key elements of the staff and student experience.
3. Advocate for policies which facilitate and support a healthy environment for staff and students through the physical infrastructure, facilities and services to support *‘making the healthier choice the easier choice’*.
4. Unify the Trinity community by facilitating and nurturing contributions to and participation in the Healthy Trinity initiative from the entire Trinity community i.e. students (both undergraduate and postgraduate), staff (all grades), alumni, retired staff.
5. Build health and wellbeing knowledge and capacity among staff and students through innovative learning opportunities.
6. Encourage research and innovation oriented to achieving goals of a health enhancing university.

High level outcomes:



1. Healthy Trinity will draw together the health promoting activities (physical, mental and social health) across College, including the academic, operational, and co-curricular activities into a cohesive forum.
2. Trinity College Dublin will lead health promotion action and collaboration locally and globally. For example, Trinity will establish a partnership with European universities to demonstrate health promotion best practice.

Goal 1: Develop a broad-based, holistic focus on health and wellbeing for the Trinity community.

1. Through education
 - a. Build health and wellbeing knowledge and capacity across Trinity's community of students and staff
 - b. Provide all students with the opportunity to take a health & personal development module as part of their induction to Trinity
 - c. Prioritise health and health promotion as an integral part of the Trinity curriculum
 - d. Embed healthy work, study, research and revision practices into Trinity's induction and orientation processes
2. Through research
 - a. Develop and avail of opportunities to contribute to the health-related evidence base through actively undertaking health research at local and national level
 - b. Facilitate learning and knowledge exchange resulting from the health-related research agenda
3. Through policy
 - a. Develop health-related policies for the Trinity community and advocate for their adoption
 - b. Advocate for the integration of health and health promotion as a core component of all Trinity policies
 - c. Develop a *Healthy Trinity* implementation framework
4. Through external relations
 - a. Contribute to the implementation of Healthy Ireland at national level
 - b. Ensure that the benefits of a Healthy Trinity are felt beyond the physical boundaries of College by continuing to engage with the wider community in a spirit of reciprocity
 - c. Contribute to the creation and translation of knowledge on public health and health promotion in a globalised world
 - d. Partner with other researchers internationally to develop solutions to the challenges of disease, wellbeing and health systems
 - e. Actively seek funding opportunities relating to national and international health-related initiatives
5. Through quality, professional, embedded, evidence based staff and student services
 - a. Provide relevant health-related interventions focused on addressing the dimensions of health and wellbeing.



- b. Facilitate student partnerships and student leadership to drive meaningful change at a peer level across the student body.

Goal 2: Provide healthy physical and social environments for visiting, working, learning and living for everyone on campus

1. Create and influence policy which encapsulates health promoting and sustainable physical environments
2. Develop a robust monitoring and evaluation framework to accompany the implementation of Healthy Trinity focusing on both processes and outcomes
3. Develop a system of input to Trinity's policies and procedures to ensure that they support health promotion
4. Engage staff and students in health promoting activities
5. Strengthen relationships between academic staff and students to promote evidence based services.

Goal 3: Secure high-level, strategic buy-in from the Board and Executive Officers of Trinity to drive the Healthy Campus Initiative.

1. Establish a high-level Steering Committee representative of all Trinity stakeholders
2. Secure a commitment from the Board of Trinity College to integrate physical, mental and social health and health promotion into the core business and culture of Trinity
3. Ensure that health and wellbeing, and health promotion are strategic priorities in future iterations of Trinity's strategic plans
4. Secure a commitment from senior management of Trinity that resources will be made available for the implementation of the Healthy Trinity initiative
5. Establish a brand for Healthy Trinity (within Trinity's existing brand guidelines) and consistently apply it to all health promoting activities across Trinity
6. Engage senior management on the benefits of health and wellbeing promotion in delivery of Trinity's strategic plans.

Goal 4: Establish Trinity as a national and international leader in health, wellness and health-promotion through an evidence-based approach

1. Ensure that Trinity's health promotion activities and approaches are evidence-based
2. Identify the specific health and social needs of the Trinity community so that relevant health promotion responses can be developed
3. Develop systems for action planning, monitoring and evaluation in line with best practice
4. Achieve the recognition/award of the Healthy Campus Initiative at National level.

Governance & Reporting

The Committee has representation and reporting links with the Student Life Committee for student related issues and the Human Resources Committee for staff related issues.

Short-Term Outputs

The following outputs are to be delivered over the next 1-3 years. By the end of year three the following will have been completed:



1. A review of all existing policies and procedures to assess their level of health promotion compliance will be completed.
2. A targeted awareness/advocacy campaign to improve staff, student and the wider community's understanding and appreciation of the value of health promotion and wellbeing will be delivered.
3. A number of high profile health promotion events led by local health promotion champions/ambassadors will have been held.
4. Training and/or incentives for students /staff willing to engage in and lead health promotion and wellbeing initiatives will have been provided.
5. An assessment of the amount and type of resources required to progress health promotion and wellbeing in Trinity will be completed and key resources secured.
6. A review of international practice to identify the benchmarks and evidence base for health promotion in university settings will be completed.
7. A number of "quick wins" will have been identified and achieved, aimed at addressing some of the barriers to health promotion, as well as building the credibility and value of progressing health promotion in Trinity.
8. Working groups will be established and maintained to raise awareness and drive specific initiatives, with expertise in particular health promoting areas e.g. mental health, healthy eating, physical activity.
9. Pilot a health and personal development module as core learning at entry level, to determine whether such a module should and could be taken by all incoming fresher students (Healthy Trinity Online Tool).
10. Establish baseline measures of success.

Medium-Term Outcomes

If the above outputs are delivered and there is a continued focus on health promotion it is envisaged the following outcomes will be achieved over the next 6 years:

1. Health promotion and wellbeing will be an integral part of Trinity's strategy and embedded in the University's policy development process.
2. International best practice benchmarks and measures are driving health promotion activity and establishing Trinity as a leader in university health promotion.
3. Appropriate resourcing and organisational structures are in place in Trinity to proactively support health promotion across the University, and to ensure appropriate communications between health promotion campaigns and corresponding services.
4. Prospective staff and students identify Trinity as a healthy and positive place to work or study and Trinity is regarded as a leader in health and wellbeing promotion.
5. Trinity's services and processes reflect the needs of faculty, staff and students.
6. Indicators of change in attitudes and values of students towards certain health damaging and health promoting behaviours.

Long-Term Outcomes

If the medium-term outcomes are realised in the next 6 years and they continue to be built upon it is hoped the following longer-term outcomes will be achieved:

1. Trinity is regarded as an inclusive community both internally and externally.
2. Staff and students' holistic health and wellbeing needs are being met in a continuous and integrated fashion.
3. Responsibility for health promotion is accepted as an integral part of the culture of Trinity.



Trinity College Dublin

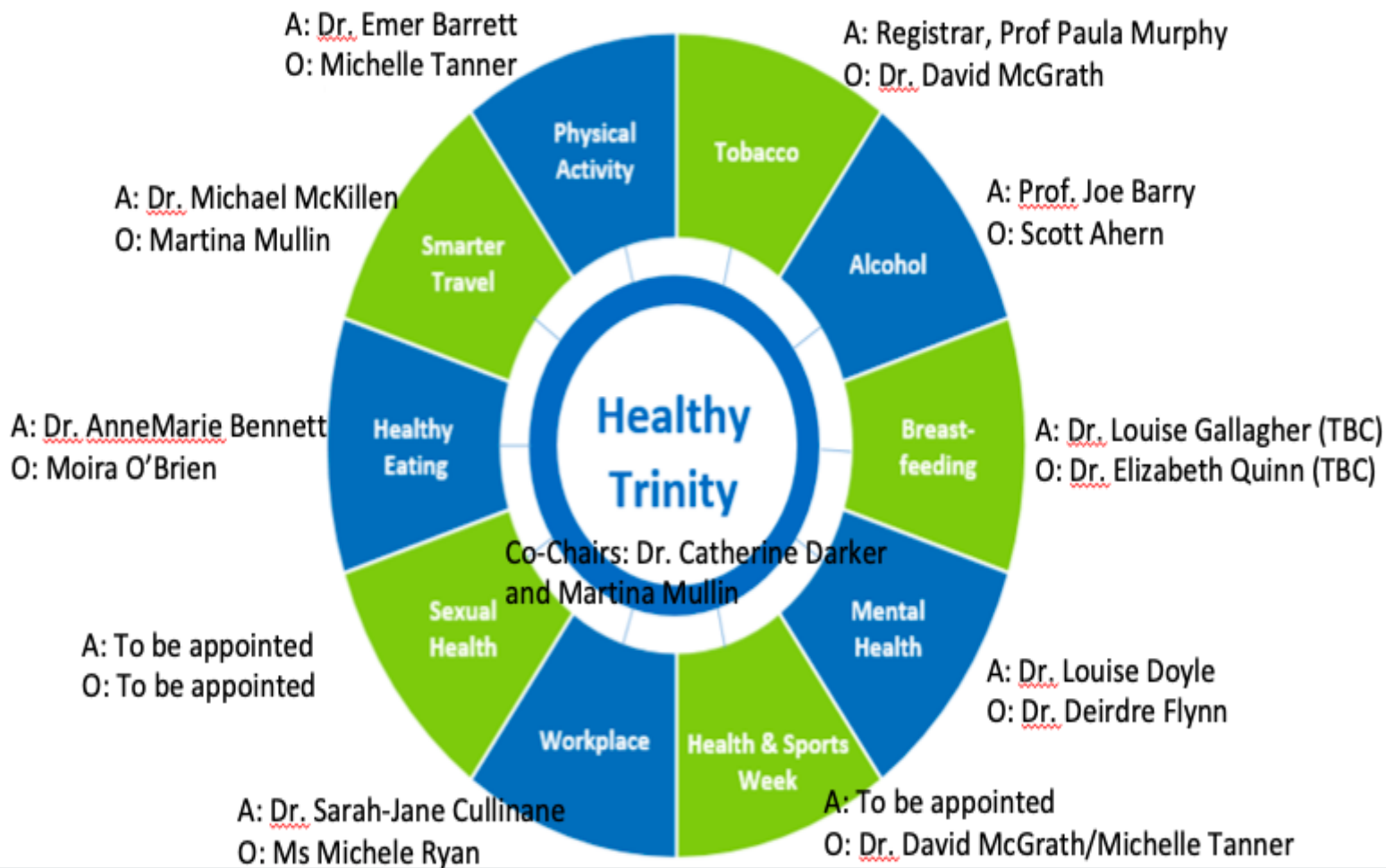
Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

4. Health promotion activities and outcomes are evidenced based.
5. Trinity is viewed as a global health promotion leader.



- A = Academic lead; O= Operational lead





Healthy Trinity Committee – Membership*		
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*Co-Chairs of Sub Groups may also attend meetings