



The primary role of the Wellbeing Champion is to foster a proactive, informed and supportive wellbeing ethos within their Unit, in line with the [University Mental Health Strategy](#) objectives. Wellbeing Champions will not provide a wellbeing or mental health support service for students or staff; however, the wellbeing-oriented dimensions of the role are such that staff members are likely to work with confidential information when undertaking this role i.e., where details is shared voluntarily with a Wellbeing Champion. Such details are confidential and will be managed in-line with University policies and procedures for the use of personal data. Normally such details will not be shared outside the setting within which a disclosure was made.

However, it is not possible for the University to guarantee confidentiality: where circumstances arise that require the University to provide a duty of care, information will be acted upon and may be shared in the event that significant concerns are expressed for the welfare of a student, staff member or any other party. This could include sharing information within the University or with external parties such as the NHS and/or Police Scotland, again where that is believed to be necessary to provide a duty of care. Such circumstances include:

- Preventing or detecting crime
- Sharing information with healthcare professionals, the police and / or your emergency contact in order to protect you or others, where there is a reasonable belief of significant harm or risk (i.e., Safeguarding).

Wellbeing Champions will take care and only record details of discussions where it is necessary to do so; that information will be protected and managed in-line with University Information Classification Policy.

If you have any concerns about the practice of information sharing or confidentiality as it relates to your Wellbeing Champion, you are encouraged to discuss this with the appropriate University colleague, which may include:

- Your Wellbeing Champion
- Your Unit Director
- The University Data Protection Officer
- [Occupational Health](#)
- [Human Resources](#)
- The University's recognised Trade Unions.