

## Demonstrator Guidance

### Mental health, wellbeing, disability, and confidentiality

As well as physical safety, we take mental health and wellbeing seriously – both yours and your students. If you feel that your demonstrating/tutorial work is affecting your mental or physical health, please talk to us so that we can make any adjustments needed to keep you well.

### Setting healthy boundaries

We do not expect you to be in email contact with your students. They can speak to you whenever they are in the lab/tutorial class, and you already provide them with feedback via your support and/or formal marking. Any student who needs support between labs or tutorials should be directed to contact the module coordinator or their PDA for assistance.

### Student wellbeing

Laboratory and tutorial classes probably represent most of the close contact between students and the university, and we need you to be vigilant for any early warning signs, reporting to the module coordinator if you have concerns about an individual. Signs to look out for include:

- Changes in behaviour – a student becomes quieter or more withdrawn
- Students starting to have difficulty staying awake or maintaining personal hygiene
- Students starting to have difficulty maintaining timely submission of work

The confidentiality agreement in place between the student and the university extends to you in your capacity as a demonstrator/tutor. This means that the module coordinator must be kept informed of any concerns, as this will help to get support mechanisms in place more quickly. We do not expect you to discuss any mental health or wellbeing issue with students directly, even if you feel capable of doing so. Providing care this way can have an adverse impact on the caregiver in a way you may not be trained to handle, and there is a rare potential to do more harm than good if you were to provide this care without proper training. The module coordinator will be able to advise and direct students/staff to a number of support resources including mental health first aiders and the university student wellbeing service.

### Disabled students

The confidentiality agreement in place between the student and the university extends to you in your capacity as a demonstrator/tutor, so you will be informed of any disability adjustments required for your students by the module coordinator. Do not discuss these with anyone other than the Coordinator or anyone who covers for your group. Do not discuss any adjustment with a student unless they bring it up first – some may not wish to talk about a disability in a public space such as a laboratory. During first year particularly, there may be students who have unregistered disabilities, or disabilities that they themselves are not aware of. If you notice someone in your group who appears to be struggling with a particular aspect of work, bring it to the attention of the module coordinator, but do not discuss it with the student directly as this might be how they find out they have additional support needs.

**If you encounter an emergency situation, for example, if you feel that a student needs immediate urgent support or is a danger to themselves or to others, phone Campus Security on Extension 2222.**