

# Welfare and wellbeing support for BME staff and students

## Student welfare and support services

There are a number of services available to provide support to students at the University. Advice is available from your college, department, central University services, fellow students and the Student Union. Some departments and colleges have specific Tutors for Race and the Peer Support Programme runs a scheme for students of colour from across the University. Links to key support are listed below.

- [Counselling and mental health](#)
- [Peer Support Programme](#)
- [College Support](#)
- [The Oxford Student Union](#)
- [Student Clubs and Societies](#)

## Staff welfare and wellbeing resources

The Occupation Health Services web pages list a wide range of resources to support staff mental health and wellbeing. The University also offers a free, confidential telephone counselling service through an external provider. Links to these resources are below:

- [Occupational Health Services resources](#)
- [External counselling service](#)

The Equality and Diversity Unit supports staff networks for BME, Disabled and LGBT+ staff. The BME Staff Network is open to all staff who identify as BME. The group holds meetings throughout the year, both social and work-related. Its email list acts as a confidential discussion forum for BME staff. Information about how to join staff networks can be found through following the links below:

- [BME Staff Network](#)
- [Disabled Staff Network](#)
- [LGBT+ Staff Network](#)

## Harassment and conflict

The University does not tolerate any form of harassment or victimisation and expects all members of the University community, its visitors and contractors to treat each other with respect, courtesy and consideration.

Staff or students who feel they have been harassed or bullied due to their ethnicity or race can seek support from their department or college harassment advisors. Staff and students who prefer to speak with an advisor unconnected with their department or college can contact the Harassment Line for an alternative advisor. Staff who are members of a Trade Union may wish to contact them for support.

Links to information for staff and students on the University's response to harassment and bullying, including how to access support and advice, are listed below:

- [Harassment advice](#)
- [Harassment and conflict advice for students](#)
- [Responsible bystander intervention](#)