

A London University

Our Vision

“A fairer, healthier and happier XXXX” where Wellbeing is vital in making our staff feel supported, valued and recognised for their achievements.

Our Commitment

XXXX believes a fundamental link exists between staff wellbeing and student satisfaction: engaged, committed, healthy and motivated staff promote the best learning environment, quality of education and life chances for our students.

Having a clear and transparent staff wellbeing programme can help lead to a reduction in sickness absence, improve staff retention and recruitment, reduce stress and mental health problems and help break down the barriers of silo working across the organisation.

To manage the ever-necessary ongoing change agenda faced within higher education, we have to ensure we have invested in the Wellbeing of our employees to equip them with sufficient resilience to meet future challenges.

When everyone is better engaged and able to fully contribute to implementing our Corporate Strategy, the university will perform better and serve our students effectively.

Our Impact

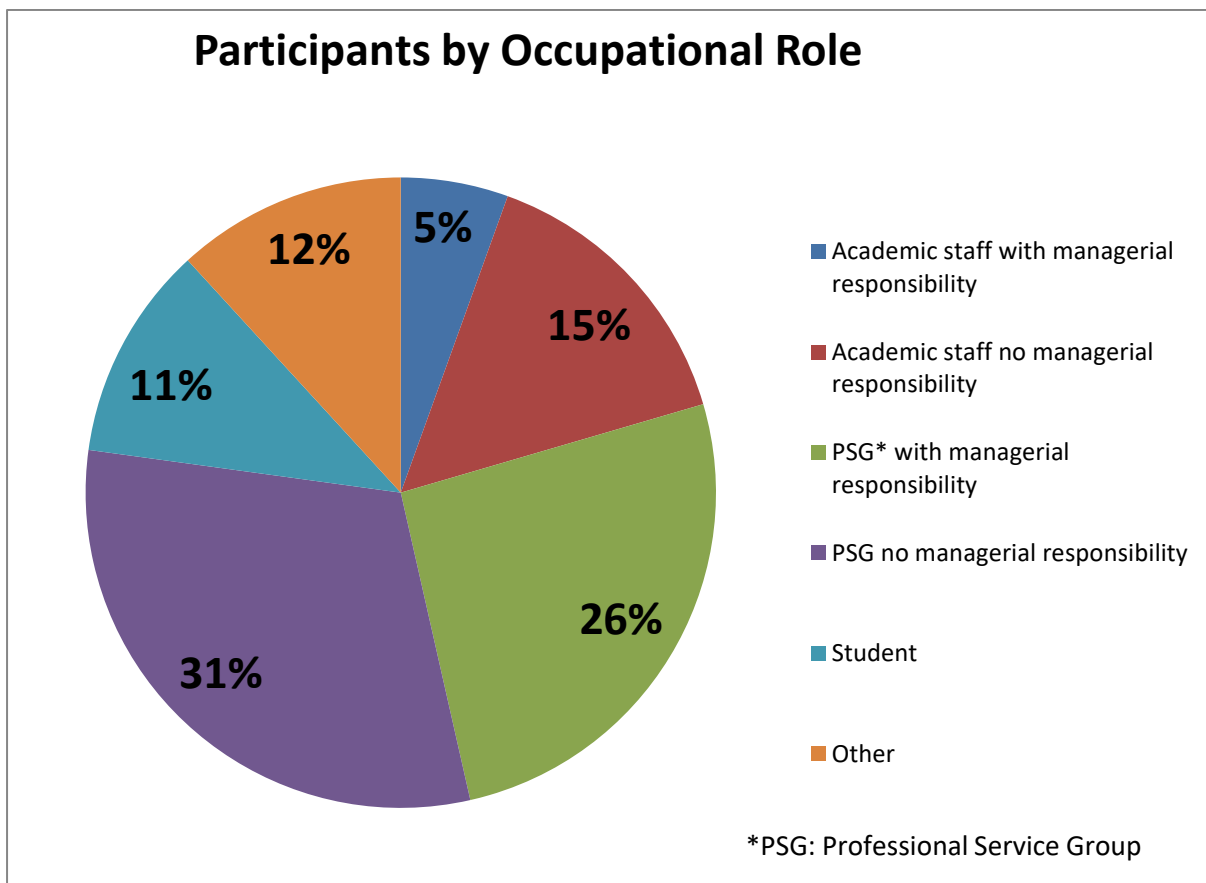
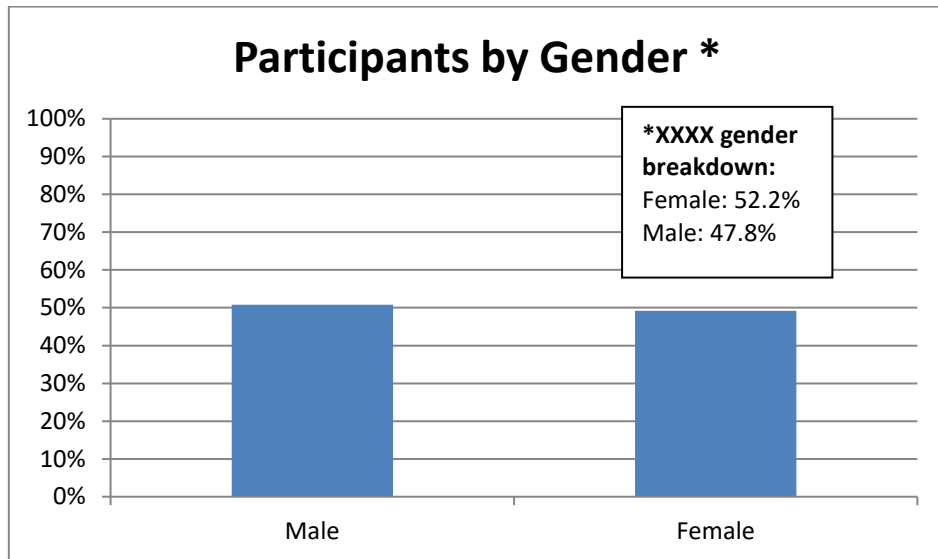
1. Motivated healthy staff
2. Fulfilling our EPIIC values (Excellence, Professionalism, Integrity, Inclusivity, Creativity)
3. Engaged colleagues
4. Healthy Environment

Our Approach

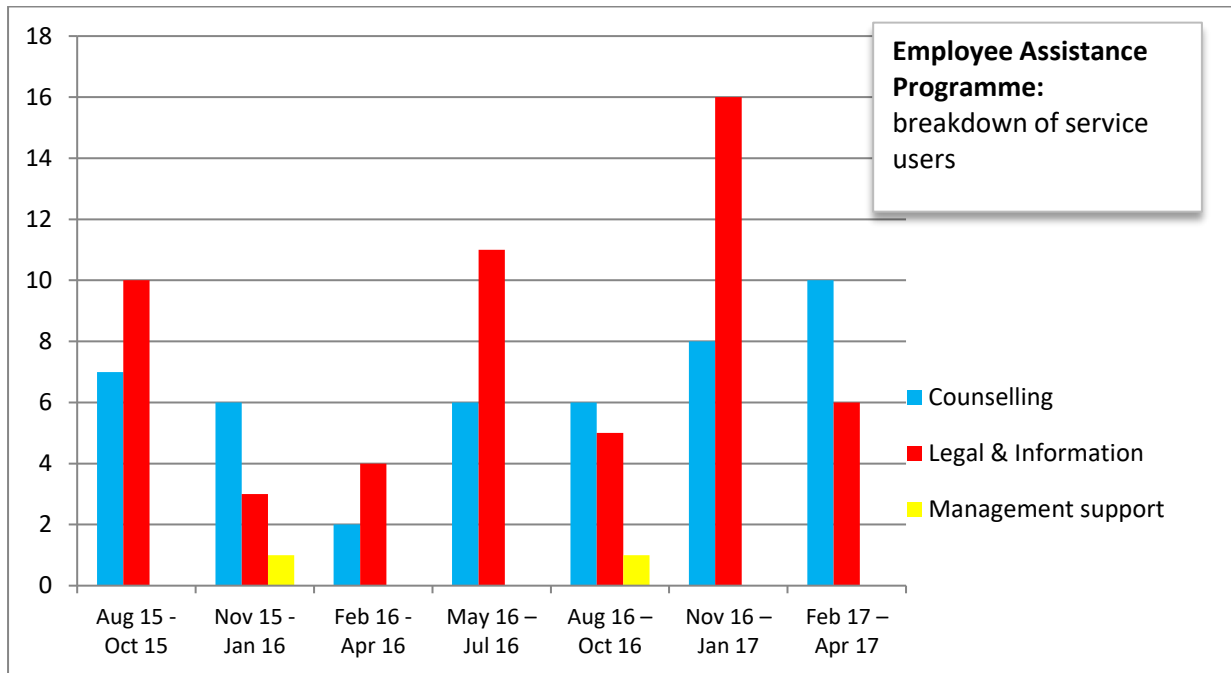
- Engagement of Wellbeing champions
- Strategic action plan month by month
- Programme of events
- Development of metrics and data
- Effective ongoing communication strategy
- Next level of Mayor of London Healthy Workplace award to shape our approach

Metrics on recent Health and Wellbeing Initiatives

Drink Checker (alcohol use) online assessment tool for employees



Employee Assistance Programme

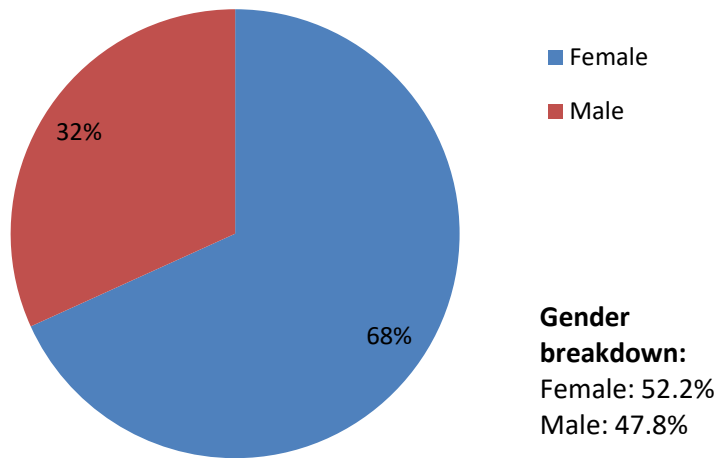


Utilisation of programme by employees:

COUNSELLING	Telephone Counselling Presenting Issues	Session Based Counselling Assessed Issues
Work issues	22	46
Personal issues	36	80*
LEGAL AND INFORMATION	Telephone Support Presenting Issues	
Employment issues	57**	
Family issues	26	
Other issues	35	
MANAGEMENT SUPPORT		
Support from Management	2	

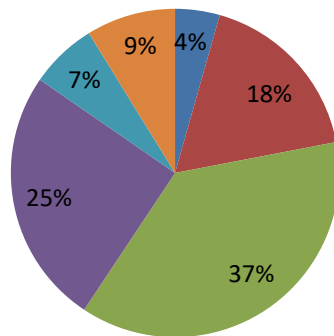
* Mental Health: 18 **Grievance/Disciplinary procedures: 11

Use of EAP service by gender 2015/16 and 2016/17*

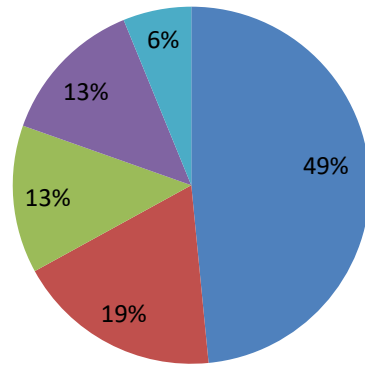


Age range of EAP service users

■ Under 25 ■ 26-35 ■ 36-50 ■ 51-60 ■ Over 60 ■ Undisclosed



**Ethnicity of EAP service users:
2015/16 to 2016/17***



- White British
- White Other
- Undisclosed
- Other
- Indian

* Ethnicity of XXXX staff -
2015/16:
White: 59.6%
BME: 32.9%
Unknown: 7.5%