



Imperial College Union Appointments and Remuneration Committee

17th September 2018

AGENDA ITEM NO.	6
TITLE	Update on the Staff Wellbeing Programme
AUTHOR	Angela D'Souza
EXECUTIVE SUMMARY	Please see attached.
PURPOSE	Provide update to committee on current status of project.
DECISION/ACTION REQUIRED	None required.

Staff Wellbeing Programme – Update September 2018

As a result of the IIP assessment in February 2018 and in direct response to staff need, it was agreed that the organisation should establish and embed a framework to promote staff wellbeing. It is our duty of care as an employer. The premise of the undertaking was to create an inclusive, accessible and varied programme of events, opportunities and training to support our diverse range of staff.

Staff wellbeing should be seen as a business priority and a strategic leadership issue. The ultimate vision is to create a strategic and coordinated approach to promoting a comprehensive staff wellbeing programme that will ensure that our staff are able to develop their potential, work productively and creatively, build strong and positive relationships and contribute to creating a positive organisational culture in which an individual is able to fulfil their personal goals, have opportunities for social interaction and achieve a sense of purpose in the workplace.

The business case for supporting good mental health and staff wellbeing in the workplace is compelling when considering the costs of long term sickness, staff turnover related to mental health, as well as the impact on team dynamics, morale, productivity, staff retention, customer service and organisational culture.

We need to adopt an organisation- wide approach to promoting the mental health and wellbeing of all our staff. This approach should integrate the promotion of mental wellbeing into all policies and practices concerned with managing people, including those related to employment rights and working conditions. As part of a longer term strategy there are benefits to committing to the London Healthy Workplace Charter, an award which is backed by the Mayor of London. We will benefit from support from the local authority to address crucial issues within the organisation such as satisfaction overall and productivity within the workplace. Many organisations who have attained a Charter Award now benefit from an enhanced reputation as being employers who prioritise the wellbeing of their staff. However, at the present juncture our focus is to develop a wellbeing programme as a stepping stone to this official accreditation.

The research behind building the programme began in May 2018 with a drive to start conversations around staff wellbeing in team/ directorate meetings and Lunch & Learn sessions run by a couple of our staff members. This was quickly followed up with a staff survey and an ideas generator in June 2018.

I have spent the last two months meeting with our College partners and external providers to devise an annual programme accessible to all staff and discussing the feasibility of rolling out a pilot programme from November 2018. The outcome of these meetings and the staff survey have informed the proposal currently being written. This will be delivered to SMG in late September. It will pose a series of recommendations, some quick wins and others requiring a longer term investment, to promote wellbeing for our staff, tackling the causes of work-related mental health and providing opportunities for training and social interaction.

Next steps:

- Create programme planner and budget requirements
- Present proposal to SMG in late September
- Discussion at Leadership and PARC in October 2018
- Roll out pilot programme from November 2018
- Secure full budget 2019-20 and sign up to the London Healthy Workplace Charter