



Wellbeing for All



Edge Hill
University

Hello!



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Wellbeing for All



Support available
Crisis management
Raising awareness
Prevention



Consistent person-centred policies and practice
Awareness raising – promote positive mental health
Support Networks – open culture
Wellbeing Hub



Training
Toolkits
Evaluation

The framework has been developed to tackle the increasing mental health issues amongst both the staff and student population through identifying and strengthening organisational and individual capability, and designing interventions to drive the appropriate culture, behaviours and skills.



Supporting you



- Consistent, person-centred **policies and practices**
- Communication and engagement strategy **raising awareness** and promote positive mental health
- Chasing the stigma of mental health and encouraging an **open culture** to talk about and deal with associated issues through network groups
- Strengthened L&D offer to include resilience roundtable sessions & Positive Minds Toolkit & Wellbeing Offer to include annual '***Feel Good February***' campaign
- Wellbeing Hub developed due to COVID-19 pandemic

Wellbeing for All



- Increase **confidence and capability** of those in **key roles** to support mental health related issues.
- Focus on improving guidance, training and support available to help managers and staff **identify and effectively manage** issues, such as stress
- Encourage and facilitate **informal resolution/mediation** (avoiding unnecessary escalation to formal procedures), where appropriate





Key work streams



Development for managers

- Mandatory mental health online training
- Mediation/informal resolution offer repackaged
- New approach to our structured programmes and coaching offer
- Introduction of HR Advisory Team

Sickness Absence Policy

- New policy launched during *Feel Good February 2020 (little did we know...)*

Interventions & Guidance

- *Positive Steps* programme, Togetherall
- Wellbeing touchpoint questions introduced right across the employment journey
- Enhanced risk assessments, OH referral questions revised, enhanced RTW process
- Managers Guides for Supporting Bereavement in the Workplace, Mental Health First Aid, Managing Workplace Stress, Workplace Wellbeing, Wellbeing Conversations etc

Wellbeing for All in action



COVID19
Support



Staff Pulse Survey

Temporary
amendments
to our policies

Is it essential?

Our first priority is considering a re-opened campus and thinking about what work is essential to be completed on the campus. This theme helps you to work through the process of deciding this.

Key questions:

What work is essential?
What work now needs to be conducted on campus?

Is it safe?

Once we know what work is to be conducted on site we must think carefully about the health & safety of our people conducting the work. This theme helps you to explore measures to make work safer.

Key questions:

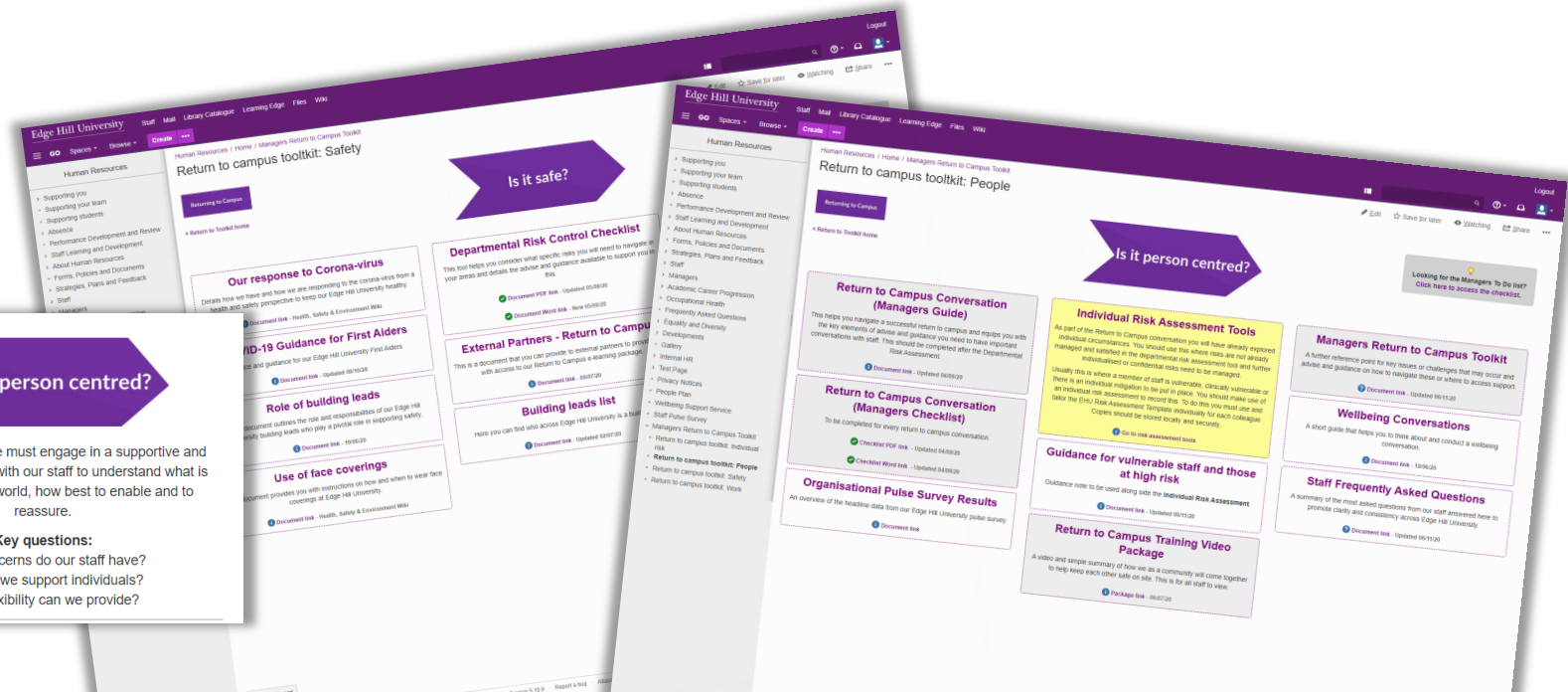
How can we reconfigure workspaces and common areas?
How can we reduce risk of exposure?
What measures must we take to make work safer?

Is it person centred?

Most importantly we must engage in a supportive and open conversation with our staff to understand what is going on in their world, how best to enable and to reassure.

Key questions:

What concerns do our staff have?
How can we support individuals?
What flexibility can we provide?



Wellbeing for All in action



- Performance, Development & Review
- Approach to Staff & Leadership Development
- Approach to Change projects





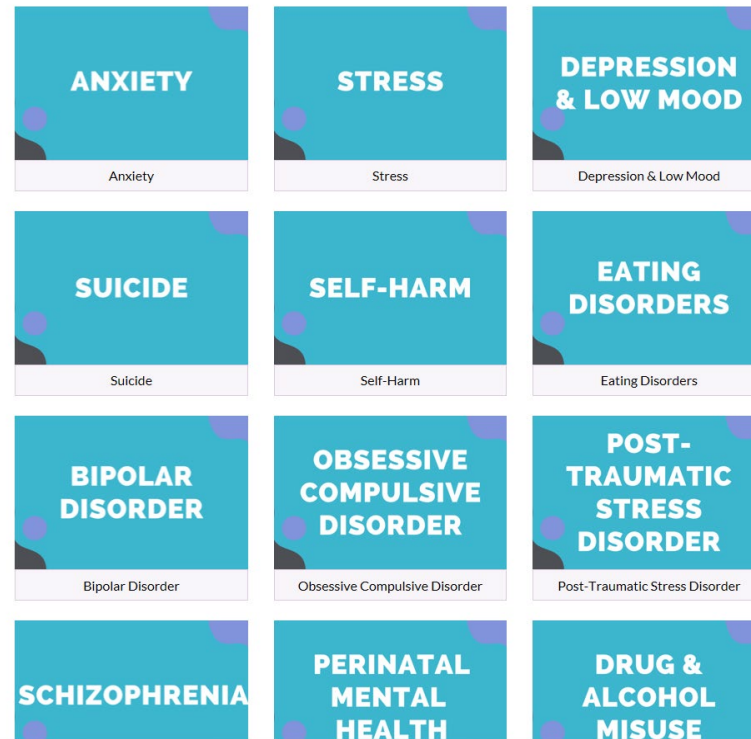
Toolkits



SUPPORTING STAFF TO SUPPORT STUDENTS TOOLKITS

- Guidance for staff on how to support students
- Guidance for staff on how to refer students for support
- Student voice and lived experiences
- Mental Health, Sexual Assault Disclosures, Disability and Inclusion,

Mental Health



Anxiety can sometimes be considered as a healthy emotional response to threat and it helps us to deal adequately with a range of situations. However, when people suffer from Generalised Anxiety Disorder (GAD), they have regular or uncontrolled worries about many different things in everyday life. This feeling of anxiety is often triggered by hypothetical thoughts and worries about the future.

A student may have GAD if:

- Their worrying is significantly affecting their daily life, including study, work and social life.
- Their worries are extremely stressful and upsetting to them.
- They worry about lots of things and have a tendency to think the worst.
- Their worrying is uncontrollable.
- They have felt worried nearly every day for at least 6 months.
- They struggle to relax.



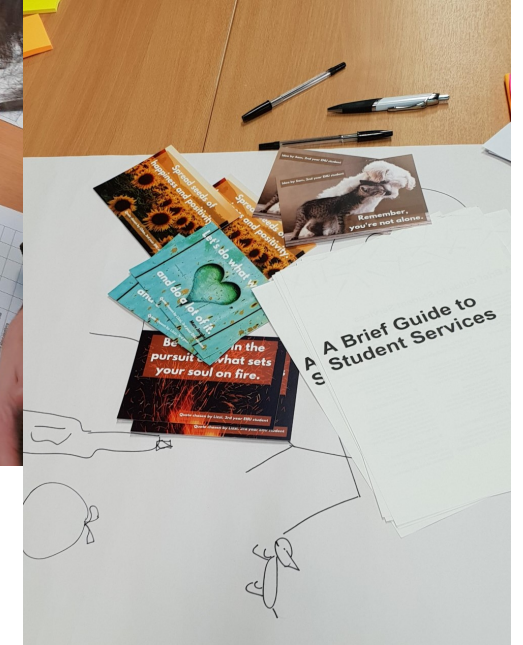
Training example



Mental Health Awareness Workshops

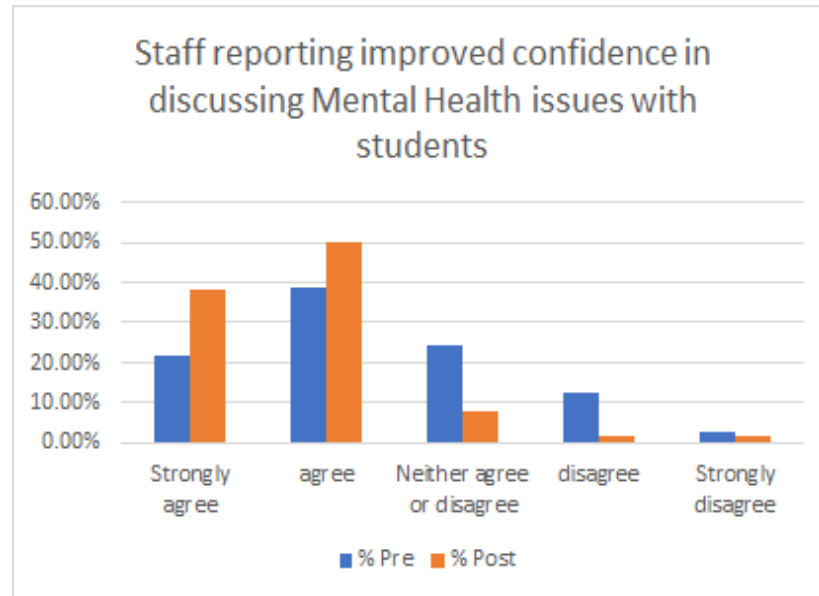
- Supports staff to identify common signs of poor mental health
- Supports staff to consider their professional boundaries and protect them with students
- Supports staff to understand what to say/ask/do to support students within their role and how to refer them for further support

Now also available online

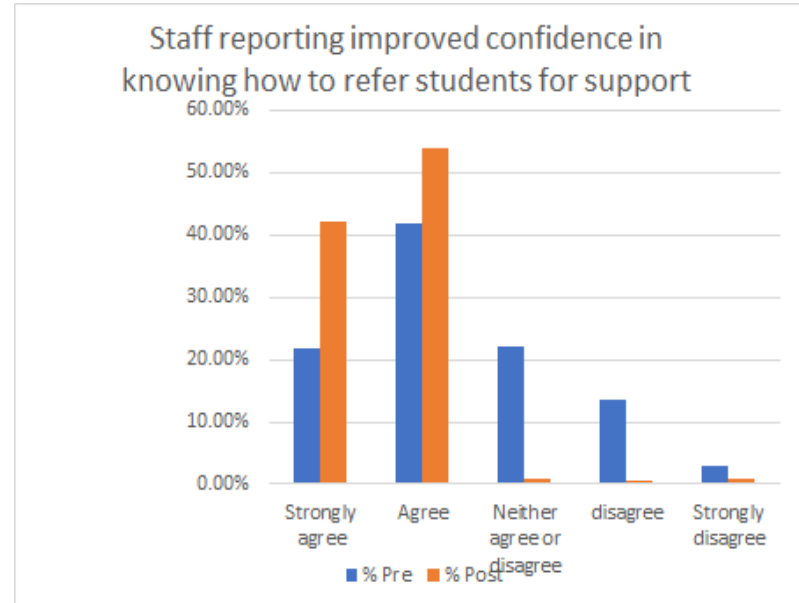




Have we made a difference?

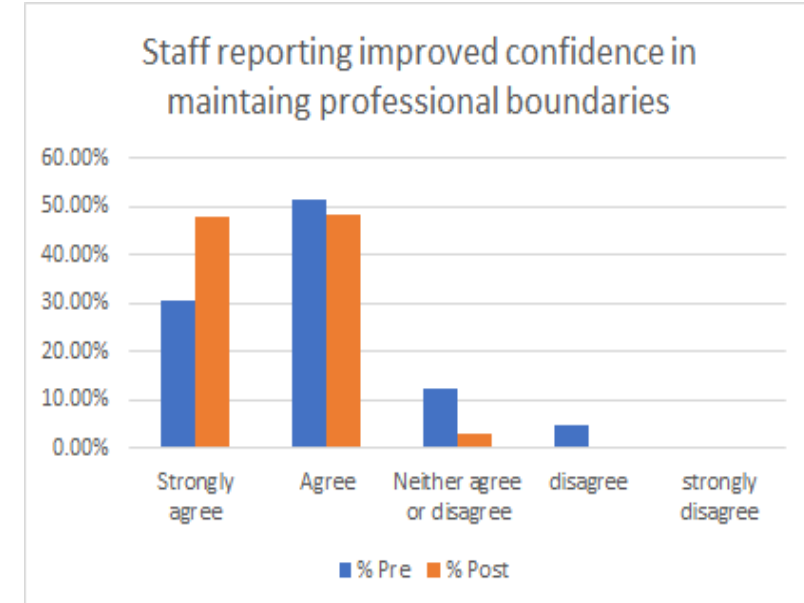


Pre training 57.4% staff agreed or strongly agreed they were confident in discussing MH issues with students compared with 88.4% post training



Pre training 64% of staff strongly agreed or agreed they knew how to refer students for support compared to 96% post training

Mental Health Awareness Course online sample size 400



Pre training 82% of staff reported feeling confident in maintaining professional boundaries with students, compared to 96% post training

Focus areas for toolkits & training



Disability & Inclusion

Widening Participation

Sexual Violence

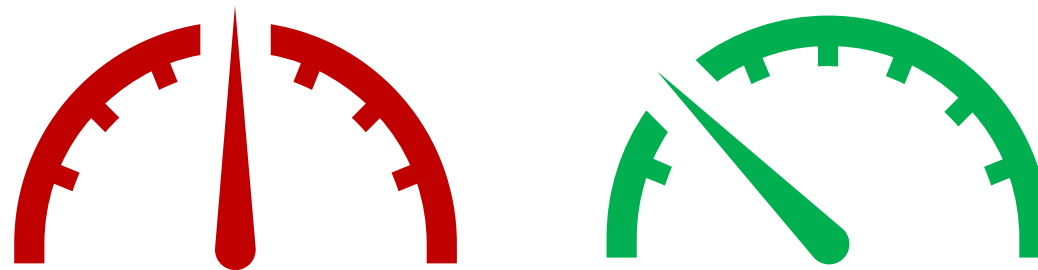
Prevent



Impact on sickness absence

-6.3%

Mental health



Long term absence decreased

Lessons learned



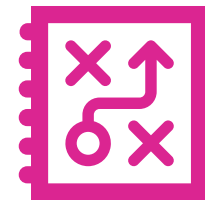
Communication is key



Pilots and experiments



Consultation



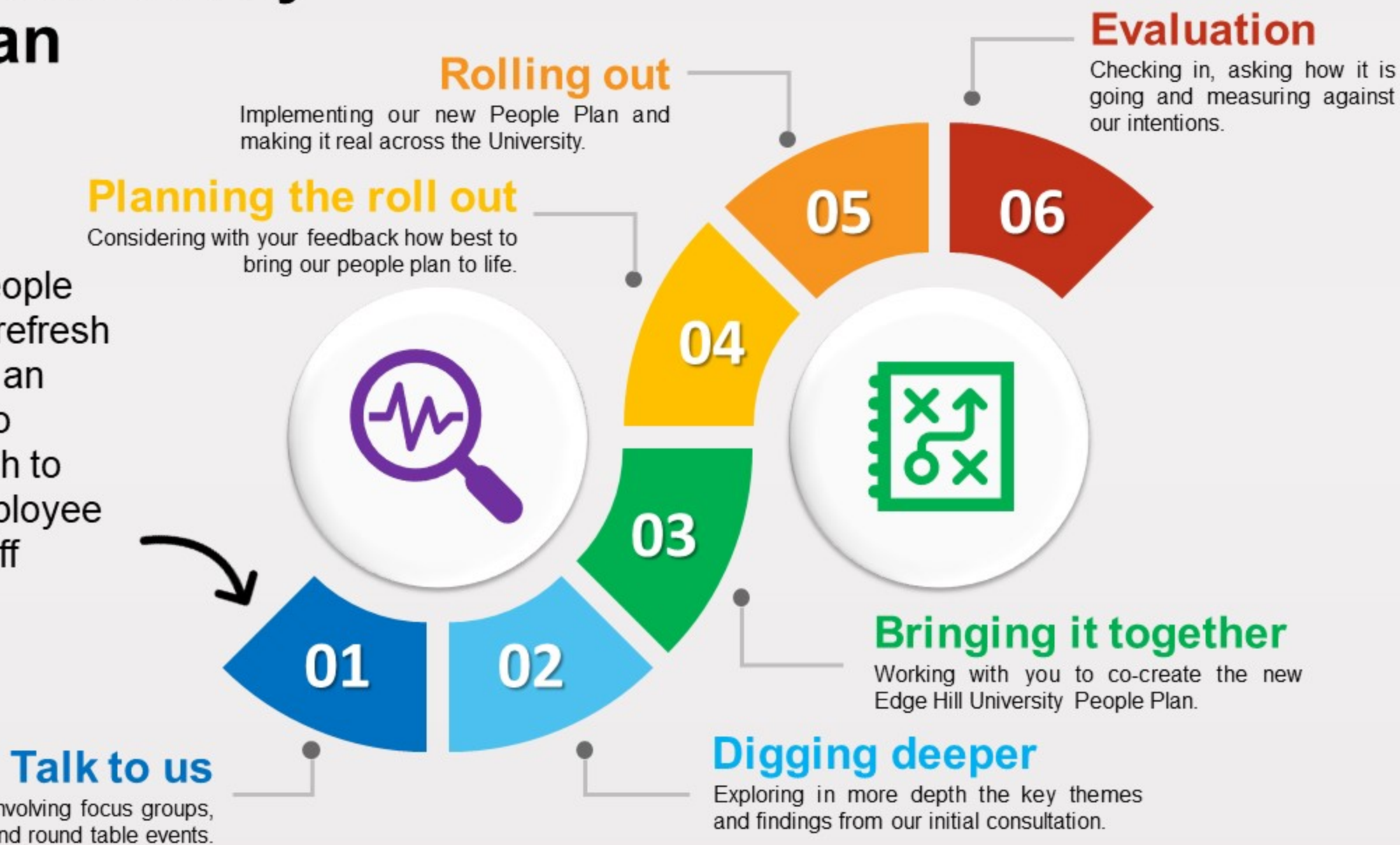
Not one size fits all –
different approaches
are required

What is next

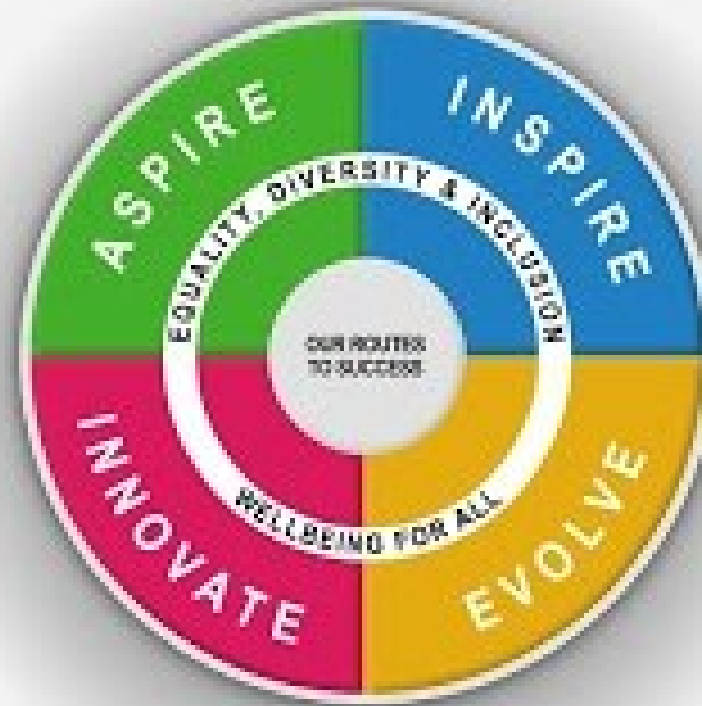
- Wellbeing Hub to be enhanced through the work of our Wellbeing for All Steering Group.
- Continued development of our support and toolkits for staff.
- Staff Survey – Happiness survey, WFH, Wellbeing and EDI
 - Engaging Business will work with us to identify, key development areas and implement changes to increase levels of engagement.
- Developing our Coaching Culture
 - Utilising our internal coaches as champions and introduce the use of technology to create a step change in how we develop the coaching skills and style of all our managers.
- Staff Induction
 - Introduce a range of inductions across the University to support our academic, support and service staff. Colleagues in Student Experience are also embedding Wellness similarly.
- Embed the use of flexible working across the University.
- Series of sessions and seminars to promote positive mental health to be included in the Feel-Good February 2021 programme.
- Wellbeing For All Steering Group to be convened in Jan for full evaluation and planning.

Edge Hill University People Plan

The University's People Strategy is due for refresh this year, providing an opportunity for us to review our approach to leadership, our employee experience and staff development.



Edge Hill University



People Plan



People Plan

We are an ambitious University where informed leaders, at all levels, can articulate our aims, engage people in our mission and empower others to aim higher.

We are an innovative, modern and exciting University that strives to realise all potential to enhance the student, staff and visitor experience.



We are an inspiring culture and environment where people want to come to study, work or visit because you feel listened to, part of something and able to influence.

We are always evolving, able to adapt and clear where we are heading. We take personal responsibility in knowing what actions we need to take along the way.

Thank you!

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