To: Heads of School, Heads of Department/Institution, Chairs of Faculty Boards; Secretaries of School, Departmental and Faculty Administrators,

cc: Professor Eilis Ferran, Pro-Vice-Chancellor for Institutional and International Relations, HR Business Managers/Advisers, Sarah Botcherby

June 2017

Dear Colleagues

Taking forward the Wellbeing Strategy – Launching new initiatives and WellCAM

You will be aware that a working group, chaired by Dr Martin Vinnell, Director of Health, Safety and Regulated Facilities, was established by the HR Committee as part of the People Strategy to review our current approach to stress and wellbeing at the University, with the goal of developing initiatives that provide a more comprehensive and holistic approach to health and wellbeing of staff.

The group’s proposal to promote a range of initiatives with a launch event during the Festival of Wellbeing has been approved by the HR Committee. The group recommended the following priority areas for 2017-18:

- Mental health awareness
- Managing work demands
- Developing a website

Activities that will be taken forward under these headings include:

- Setting up a network of trained institutional Wellbeing Advocates to provide a key local point of contact for staff, build mental health awareness and promote wellbeing
- Focussing on leadership skills development, particularly developing a ‘Leadership Essentials’ briefing for academic staff that can be delivered locally by HR
- Delivering a programme of lunchtime briefings open to all staff broadly covering the topics of mental health awareness and managing work demands
- Developing a Wellbeing website to provide a range of related information under an identified brand, including booking on central programmes and links to local initiatives.

These initiatives build on existing good practice and allow local flexibility to accommodate them within existing wellbeing provision.

Professor Eilis Ferran, as Sponsor, will launch these new initiatives and the logo, WellCAM, on Monday, 26 June at midday in the University Centre. She will be joined by Dr Vinnell and Professor Dame Carol Black, Principal of Newnham College and previously a government adviser on health and wellbeing matters. A University Wellbeing Champion will be appointed through Equality and Diversity section to take up the role from October 2017.

It would be helpful if the Heads of Institution, supported by their Institutional Administrator, could nominate two Wellbeing Advocates, a staff and a management volunteer, who would then receive Mental Health Lite training (by MIND) before taking up the role in 2017/18. More information, including details of the role, together with a request to provide nominations to their HR Business Manager will be sent out to them separately.

Your support for these key initiatives which aim to enhance staff wellbeing, with positive effects on staff engagement, productivity and enjoyment at work, will be much appreciated. They form part of a programme that will develop year by year to integrate wellbeing more fully within the employment lifecycle. You will be given the opportunity to contribute your views and will be kept informed of these developments.

Yours sincerely

Emma Stone
Director of Human Resources