

Health and Wellbeing Strategy

Keele

UNIVERSITY



Our
Future



A Whole-University
Approach to Health and
Wellbeing: Our Strategy

Introduction

Our strategy focuses on a whole-university approach, recognising that people are central to a successful university. Therefore, in parallel with our People Strategy and Student Experience Strategy, this strategy seeks to promote and support the wellbeing of staff and students, enabling them to flourish at Keele.

In developing our strategy, we have engaged with a range of groups internally and externally, including staff and student communities. We are building from a basis of strength, with a range of high quality and well regarded facilities, services and activities already in place. The creation of an institutional strategy is intended to ensure cohesion and a strategic approach to the development and enhancement of our provision.

Our strategy draws on sector best practice, guidance and recommendations from the UUK Step Change Framework, the UK Healthy Universities Network and the NHS Confederation's Five Ways to Wellbeing.



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Aims and Objectives

Establish a focused and co-ordinated holistic 'whole-university' approach, empowering and engaging all sections of the community to advance the Health & Wellbeing agenda, fostering innovation, creativity, productivity and engagement in our university.

Create a shared understanding of what Health & Wellbeing is within a national context and inform, influence and shape policy and practice in this area contributing to local and national wellbeing strategies.

Provide outstanding health and wellbeing support to students and staff by offering a range of resources and expertise focused on providing sector leading education, prevention, early intervention and, where required, referral to external agencies.

Deliver professional, safe and consistent wellbeing support to students and staff that is easily accessible, and focuses on prevention, education, early intervention, self-care and resilience; reducing the stigma and barriers in order to facilitate learning and working. Prevent, as far as is practicable, those circumstances detrimental to student and staff physical and mental health and wellbeing.



Defining Health and Wellbeing

For the purpose of this strategy, health and wellbeing embraces the whole person – physical and mental health both within and outside the university.

It is greater than an absence of ill-health and can be defined as a feeling of physical, emotional and psychological wellness. In this regard we acknowledge the important relationship with Equality, Diversity and Inclusion developments and outcomes.

Health is defined by the World Health Organisation as:

“a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

Definitions of wellbeing

“How people feel and how they function, both on a personal and a social level and how they evaluate their lives as a whole”

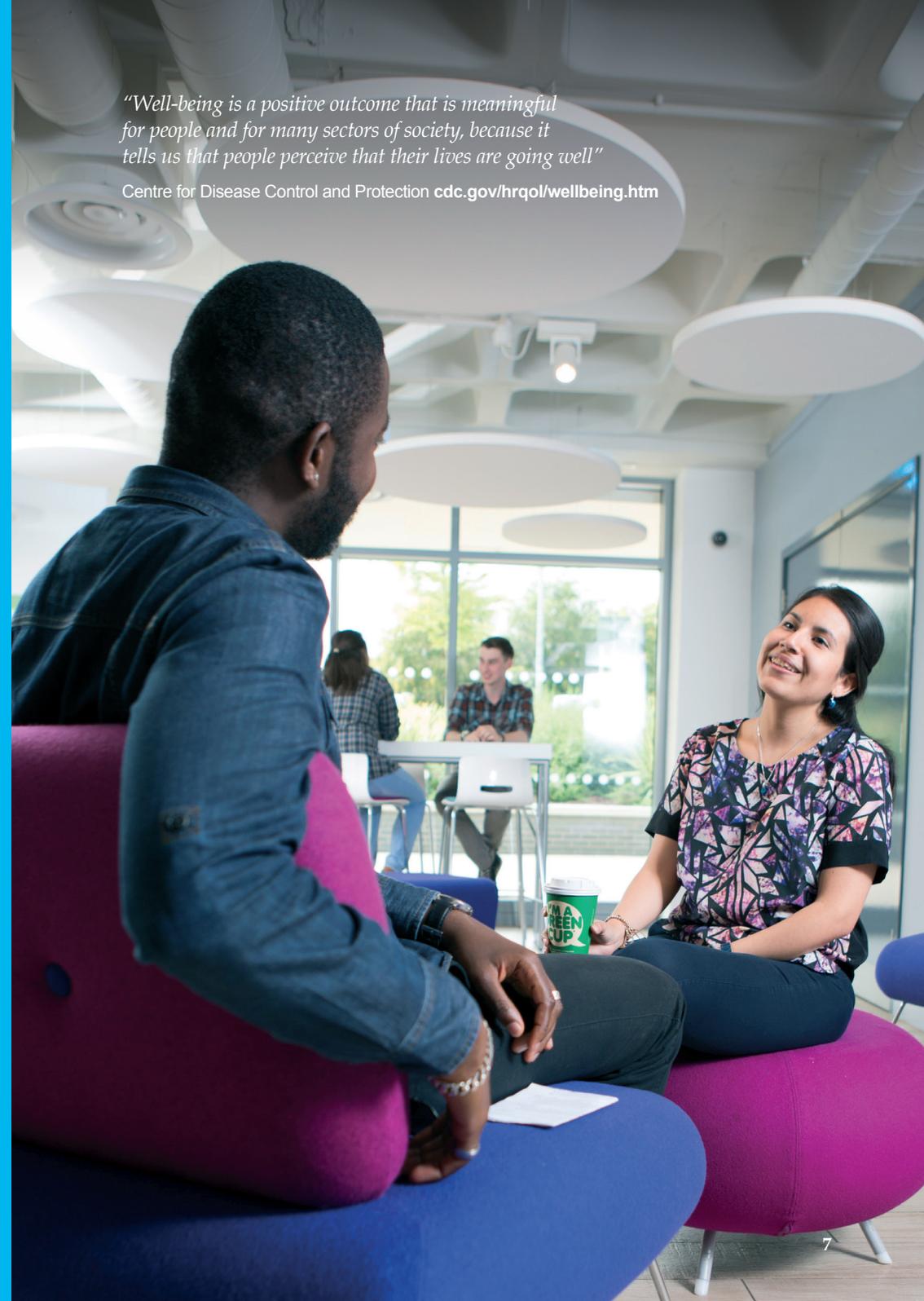
New economics foundation 2012

“The state of being comfortable, healthy or happy”

Oxford dictionary

“Well-being is a positive outcome that is meaningful for people and for many sectors of society, because it tells us that people perceive that their lives are going well”

Centre for Disease Control and Protection cdc.gov/hrqol/wellbeing.htm



Themes and Priorities

We aim to ensure that a holistic approach is taken which addresses the key areas that contribute to good health and wellbeing:

- Physical (both personal and environmental)
- Social (including support and financial)
- Intellectual (personal sense of achievement and fulfilment)
- Emotional (relationships and self)

Our strategy provides a framework upon which the University can shape its activities. It aims to ensure that we create a shared understanding of what wellbeing is and why it matters at Keele, and this will include: role modelling; promoting and facilitating access to services and facilities; establishing networks; and providing information such that individuals are self-aware and are supported to take ownership of their wellbeing.



Our five strategic themes for health and wellbeing are:

People and Communities

Encouraging and promoting healthy lifestyles and relationships with a dual focus on both physical and mental health and wellbeing. We aim to create a culture where people feel able to talk openly about their mental health.

Priority Actions

Ensure the University's comprehensive offer of activities to support physical and mental health and wellbeing (keele.ac.uk/healthandwellbeing/) are effectively communicated to all staff and students, through up-to-date information on digital platforms (e.g. intranet and Keele apps), and through face-to-face communication.

Delivery of an ambitious regional student mental health programme supported by the Office for Students Challenge Fund, in collaboration with Staffordshire University and regional NHS, civic and FE partners.

Pro-actively supporting staff to be able to maintain good mental wellbeing and to seek help where problems arise through line managers, Human Resources and/or Occupational Health.

To recognise the importance of the wellbeing of students and staff as part of our ongoing review of university processes and workflows.

Positive Environment

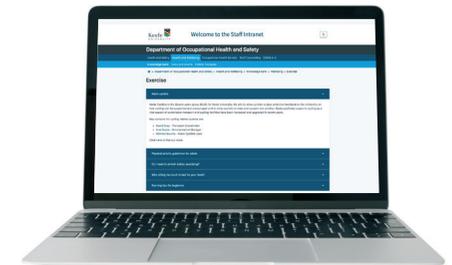
Building, improving and maintaining positive and supportive working, learning and living environments for our community. We will consider physical, virtual and psychological environments.

Priority Actions

An audit of existing health and wellbeing services and activities, to help us understand our current strengths and areas for improvement.

Launch of revised Anti-Bullying and Harassment procedures supported by an active bystander and #NeverOk campaign.

A review and development of our web presence for health and wellbeing, aimed at current and prospective students, staff and wider stakeholders, ensuring information is relevant, accessible, and signposts to sources of expert advice and resources inside and outside the University e.g. NHS.



Curriculum and Learning

Ensuring health and wellbeing is incorporated into our curriculum and assessment practices. To embed wellbeing within a pedagogical framework.

Priority Actions

Develop a toolkit for curriculum design that embeds wellbeing within a pedagogical framework.

Policies and Practice

Embedding wellbeing into HR and Student policies and practices, incorporating our commitment to equality, diversity and inclusion.

Priority Actions

The development and implementation of a programme of training for managers, to ensure managers across the university are able to support the strategy, are informed and able to engage in conversations with staff around this agenda.

Development and launch of new workload principles for academic staff to ensure workloads are managed in a fair and consistent manner.

Review induction practices to ensure that health and wellbeing, including this strategy, is incorporated.

The re-establishment of a Healthy University Group (HUG) to ensure effective oversight and co-ordination of the University's approach to health and wellbeing. The Terms of Reference for this Group is contained at Annex A.

Implementation of a mechanism to gather annual data on staff and student satisfaction with the services and activities we provide.

Culture and Behaviours

Embedding health promotion to foster a culture of enabling support and encouraging positive wellbeing change. We will adopt appropriate best practice frameworks such as the Healthy University Charter.

Priority Actions

Establish a system of local wellbeing champions and networks, to promote health and wellbeing initiatives and developments and to ensure that we are able to adopt a genuinely whole-university approach. Embed the Joint Approach to Student Substance Misuse and adopt the Substance Misuse Tiered Model to provide a comprehensive framework through which to tackle drugs and the harms they cause.

Organise a programme of events and campaigns aimed at raising awareness of health issues, including those that have tended to receive less attention, e.g. Menopause.

Review and promote sport and physical activity provision by the Sports Centre, Athletic Union and sports clubs and societies and jointly develop recommendations to enhance provision and encourage participation. Ensure staff and students are aware of discounted rates, and initiatives for those who are new to sport and exercise

Encourage participation in physical challenges and competitions that promote teamwork, wellbeing and charity contributions, e.g. Step Challenge, Row Britannia, staff v students sport competitions.



Monitoring and Delivery



*A set of key performance metrics will be developed in agreement with the University Executive, Council, staff and Students' Unions. The co-ordination of Health and Wellbeing activity will come from existing roles from the four key areas of Human Resources, Student Services, Faculty of Medicine and Health Sciences and Keele Institute for Innovation and Teaching Excellence. Activities will be brought together under the remit of the *Healthy University Group*.*

Wider institutional oversight of our Health and Wellbeing Strategy will be through an annual report produced by the PVC Health and Wellbeing to University Executive Committee and the University Health and Safety Oversight Group, and through existing committee structures for specific programmes of work.



Healthy University Group

Scope

To provide strategic oversight and monitoring of the delivery of the University Health and Wellbeing Strategy.

Terms of Reference

To act as a proactive body for all strategic Health and Wellbeing matters.

To oversee the development and review of the University's Health and Wellbeing Strategy.

To oversee the implementation of the Health and Wellbeing Strategy. To ensure oversight of strategy delivery, the HUG will receive reports from relevant university committees responsible for implementing the key programmes of work outlined in the Strategy.

To advise and provide specialist input to relevant university committees on Health and Wellbeing matters.

To monitor and input to the evaluation of Health and Wellbeing initiatives.

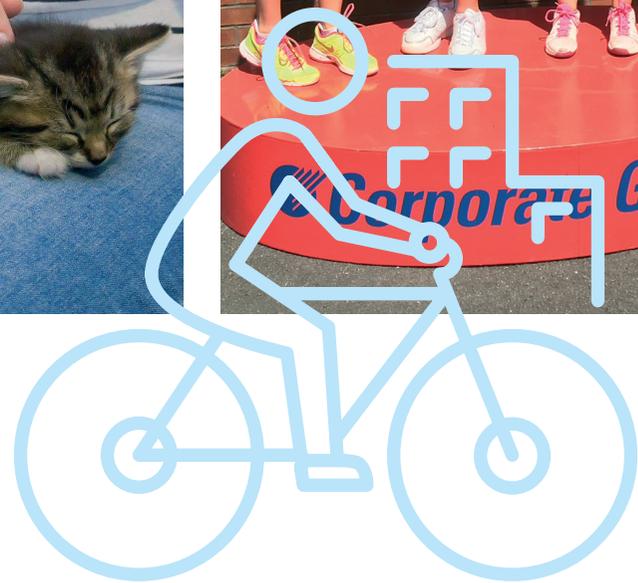
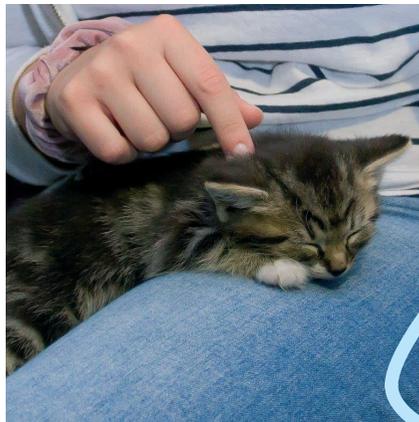
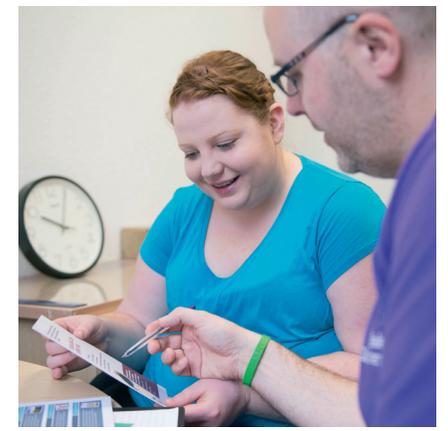
To oversee the work of the Specialist Interest Groups and recommend initiatives for implementation.

To review Health and Wellbeing key performance metrics.

To provide an annual report to the University Executive Group.



Below: Senior Management Team and Vice-Chancellor's Office competing in a 'step-up' challenge.



We are committed to implementing a whole-university approach to improving the health and wellbeing of students and staff.

70
YEARS
of the

KEELE DIFFERENCE

keele.ac.uk/ourfuture

Keele



UNIVERSITY