

Contents

Background	3
Vision	3
Framework Aims	3
Staff Wellbeing Framework Themes	4
Leadership	5
Prevention	5
Early Intervention	5
Community	6
Culture	6
Continuous Improvement	6
Partnership Working	7

Background

Our wellbeing encompasses many different elements including our physical, mental, emotional and social health. When we have a 'good' level of wellbeing, we feel comfortable, healthy and happy. Looking after our wellbeing in the workplace is important as work plays a key part in many people's lives: it offers financial income, provides us with routine and structure, it allows us to make social connections outside of our friendship and family groups and it can provide a sense of giving back to our community through our job role.

The [2025 University Strategy](#) has 'People First' as a key aim, striving to grow an inclusive community of leaders and managers who support the development of people to thrive and achieve excellence. Supporting and promoting staff wellbeing is a core enabler to help the University achieve this aim, helping to foster positive workplace environments, healthy work-life balance and a workplace culture which enables individuals to do their best.

The University's recent Staff Engagement Survey highlighted that 81% of staff feel their line manager genuinely cares about their wellbeing. However, we also acknowledge that there is still work to be done in addressing issues such as workload and stress management.

The University Mental Health Charter's (UMHC) whole-university approach features 5 themes, a key one of which is "Work" which includes 2 sub-themes, "Staff Wellbeing" and "Staff Development". We recognise that staff and student wellbeing are intrinsically linked and that good student wellbeing is dependent on good staff wellbeing. This doesn't just mean our student-facing colleagues but the entire staff population who each day, directly and indirectly, help us to be "An inspiring, innovative University of international renown". Furthermore, the Workplace Wellbeing charter requires us to evidence our provision under a variety of topics. As part of the accreditation process, recommendations are made on how we can improve.

Vision

The University of Huddersfield is committed to the continued development of staff wellbeing for all which is supported by visible leadership that champions wellbeing in the workplace and encourages the understanding that wellbeing is everybody's responsibility. This whole university approach provides the platform for a positive workplace experience for all.

Framework Aims

1. To empower all members of staff to take steps to look after their wellbeing and to feel supported to work within a healthy workplace environment.
2. To support our Senior Leaders and Management teams to drive and champion the wellbeing agenda.
3. To increase awareness of and engagement with the Staff Wellbeing Programme across all Schools and Services, providing effective and accessible support on a wide range of staff needs.
4. To foster an inclusive, positive culture which promotes wellbeing within the workplace.
5. To continually improve the University's staff wellbeing offering by monitoring and evaluating its impact and effectiveness through a variety of data and metrics.

Staff Wellbeing Framework Themes

To enable us to achieve our vision and aims, the Staff Wellbeing Framework sets out six key themes:



Leadership

Focus: To establish an inclusive whole-university approach to wellbeing, ensuring the wellbeing agenda is driven and championed by the University's Senior Leadership Team (SLT). This will be achieved by:

1. Creating a University Staff Wellbeing Working Group, bringing together key leaders from across the University to discuss staff wellbeing issues and the implementation of the Staff Wellbeing Framework.
2. Ensuring staff wellbeing is considered, discussed, and appropriately embedded when implementing and developing wider University policy, procedures, and guidance.
3. Encouraging open conversations around mental health and wellbeing to help reduce stigma and barriers that surround talking about wellbeing in the workplace.
4. Implementing Leadership training and support programmes focused on 'Wellbeing in the Workplace' to build confidence and knowledge.

Prevention

Focus: To stop wellbeing-related issues before they start developing. Prevention aims to reduce people's symptoms of poor wellbeing and mental health, empower them to manage their wellbeing and promote good mental health for all. This will be achieved by:

1. Continuing to raise awareness of wellbeing topics through events, campaigns and regular communication.
2. Providing accessible training and guidance for all staff to help them recognise and respond to mental health and wellbeing issues effectively.
3. Providing relevant and timely signposting advice on a range of issues.
4. Supporting line managers to champion a healthy workplace environment and maintain positive relationships with their teams.

Early intervention

Focus: To ensure an effective and robust suite of mental health and wellbeing support is available to all staff. This will be achieved by:

1. Ensuring there are multiple support pathways available to members of staff who are experiencing wellbeing related problems. The recommended route is via a member of staff's line manager. Where this does not feel possible, members of staff are advised to initially consider speaking to: another trusted manager in their area, HR Manager or [Mental Health First Aider](#).
2. Empowering staff to seek support by ensuring that resources and mental health awareness training is readily available and accessible to all.
3. Ensuring that all line managers are aware of the support available to staff to enable swift and effective signposting and referral when required.
4. Developing a pathway for escalation, providing practical advice on how to address concerns relating to the mental health and wellbeing of staff members from low level signposting to crisis point and beyond.

Community

Focus: To promote an inclusive, thriving community where our staff feel a strong sense of belonging and have formal and informal opportunities to connect, network, share lived experience and support each other. This will be achieved by:

1. Facilitating and promoting peer support and wellbeing support groups across the University.
2. Engaging with University's staff networks and support groups to ensure their voices and experiences help inform our wellbeing work.
3. Ensuring wellbeing events, activities and initiatives are inclusive and accessible to all.
4. Embracing the opportunity to collaborate with Schools, Services, and teams across the University. Sharing wellbeing-related best practice and support across the University community.

Culture

Focus: To foster a respectful, positive culture and healthy behaviours to promote positive mental health and wellbeing within the workplace. This will be achieved by:

1. Providing regular and varied opportunities for staff voice on wellbeing matters.
2. Promoting the University's behavioural expectations as outlined in the **Values, Behaviours and Engagement Framework** and **Huddersfield Leader Framework** in order to cultivate a respectful working environment where every staff member feels able to be their authentic self.
3. Promoting open conversations about wellbeing to encourage all colleagues to feel comfortable discussing problems they may be facing and reducing the stigma that surrounds mental health.
4. Contributing to the sense of belonging and community for all by encouraging active social networks and interactions.

Continuous Improvement

Focus: To demonstrate the University's commitment to continually improve our staff wellbeing offering by consistently and regularly monitoring and evaluating its impact and effectiveness through a variety of data and metrics. This will be achieved by:

1. Analysing data from the bi-annual staff engagement survey and pulse surveys to identify key themes and trends impacting wellbeing, as well as any barriers to accessing the service.
2. Collecting data on engagement with Wellbeing programme initiatives and providing feedback mechanisms for evaluation.
3. Benchmarking and reviewing HR data for common trends and identification of causes of work-based stress and other wellbeing related absence reasons.
4. Seeking insight and feedback from Wellbeing Champions and Mental Health First Aiders.

Partnership working

The acknowledgement that wellbeing is everyone's responsibility is vital to the success of the staff wellbeing agenda. This means colleagues across the University working in partnership to ensure the success of this agenda.

Senior Leadership Team (SLT)

The SLT play a crucial role in the staff wellbeing agenda by leading, championing and role modelling good wellbeing and ensuring it's a priority across the University.

Schools and Services

The Staff Wellbeing Team will work in partnership with Schools and Services to implement the Staff Wellbeing Framework at a local level. The Staff Wellbeing Team will support framework implementation, provide advice on existing support that can be offered within their area and new initiatives which can be supported to develop best practice. Schools and Services will meet with the Staff Wellbeing Manager on a 6 monthly basis to review and discuss framework implementation.

Staff Wellbeing Team

The Staff Wellbeing Team lead on the staff wellbeing agenda and implementation of the Staff Wellbeing Framework working closely with teams across the University. They are responsible for a wide range of staff wellbeing initiatives from the Employee Assistance Programme to coordinating the Wellbeing Champion and Mental Health First Aider networks, staff wellbeing communications, organising wellbeing events and activities.

People Organisational and Development (POD) Team

The POD team work in close partnership with the Staff Wellbeing Team to deliver education, training and development on wellbeing. POD will also incorporate the Staff Wellbeing Framework into relevant existing training to raise awareness.

Equality, Diversity and Inclusion (EDI) Team

The EDI and Staff Wellbeing teams work in close collaboration on a number of initiatives. The EDI team support issues of an equality, diversity or inclusion nature which may arise from the Staff Wellbeing Framework implementation across the university and will ensure that the voices and experiences of members of the EDI networks continually help to shape the staff wellbeing offering. EDI will incorporate the framework into their guidance, policies, campaigns and staff networks where appropriate.

Occupational Health (OH) Service

The Staff Wellbeing Team will ensure appropriate signposting to the OH service and similarly the OH service will signpost to the Staff Wellbeing Team where appropriate. The Staff Wellbeing Team and OH service will collaborate where appropriate on both external and internal wellbeing related campaigns.

Staff Engagement

The Staff Engagement Manager will work alongside the Staff Wellbeing Team to provide data from the Staff Engagement Survey on wellbeing-related matters. This data will provide insight into staff wellbeing needs and provide direction for interventions and initiatives.

Mental Health First Aiders

Our Mental Health First Aiders are a network of people across the University that are trained to offer proactive early intervention and support for those developing or experiencing a mental health issue, experiencing a worsening of an existing mental health issue or who are in mental health crisis. The Staff Wellbeing Team manage and meet regularly with this network and will provide the Mental Health First Aiders with information about the staff wellbeing framework and how it can support staff members.

Staff Wellbeing Champions Group

The Staff Wellbeing Champions group are a network of people across the University that support the staff wellbeing agenda. Their focus is on prevention and championing good practice across all elements of wellbeing. They promote available wellbeing support, events and training. Staff Wellbeing Champions will support the Staff Wellbeing Framework by disseminating communications from the Staff Wellbeing Team and their School or Service. Where appropriate, Staff Wellbeing Champions represent staff views and feedback from their area during the development and the reviews of the framework.

External Partnerships

The Staff Wellbeing Team will continue to form connections and partnerships with other HE providers, external professional services and bodies to inform and provide effective insight to drive evidence-based wellbeing support for staff.