Newcastle University Wellbeing Strategy 2012-15

Priority areas:

- Physical activity
- Encouraging a healthy diet
- Alcohol awareness
- Stress management
- Mental health
- Back pain
- Managing blood pressure
- Musculoskeletal disorders

The Vision

We want to provide a workplace where:

- Staff know that their health and wellbeing matters to the University.
- Health is not adversely affected by the work we do, and the wellbeing of staff is recognised as a priority.
- Information, advice and support is provided for staff and their families that will encourage them to make healthy lifestyle choices.
- Barriers to work for people with disabilities and chronic health conditions are identified and solutions to improve accessibility are developed.
- People want to work get satisfaction from their work.

Our Objectives

We aim to:

- Hold a minimum of four wellbeing initiatives or campaigns per annum aimed at raising awareness of health issues and promoting healthy lifestyles.
- Promote staff participation in physical activity.
- Review health and safety policies, procedures and risk assessments to help maintain a healthy and safe workplace.
- Monitor attendance statistics to identify absence trends and areas where interventions and support may be beneficial.
- Develop, support and encourage a pro-active network of Health Advocates.
- Utilise staff expertise to promote key messages to our employees.
- Undertake bi annual Health Needs Assessments to ensure our efforts are correctly focussed.
- Provide ongoing smoking cessation support.
- Provide effective employee support networks, particularly to help staff cope with stress.
- Develop an effective network of trained mental health first aiders.
- Provide and promote healthy eating options in University catering outlets.
- Ensure the wellbeing needs of different staff groups are addressed eg ageing workforce.

Standards

- We will continue to participate in the North East Better Health at Work Awards, with the aim of achieving Silver in 2012 and Gold in 2013.
- We have signed the Mindful Employer Charter and are committed to being positive about mental health.
- We have pledged to actively support our workforce to lead healthier lives through the health pledges of the Responsibility Deal.