Employee health and well-being policy

Introduction

The University recognises the important contribution that our people make to the achievement of the University's aims. As such the HR Strategy sets a positive agenda for working at the University. The University aims to be not just an employer and to deliver a staff experience that encourages commitment, loyalty and success. This is not simply determined by a competitive suite of terms and conditions of service, but by fostering a working environment that protects the physical and mental well-being of our staff.

This policy document provides a framework within which the University will encourage and facilitate working practices and services that support employee well-being. It aims to draw upon good practice, recognising existing informal arrangements around campus, and to be flexible rather than prescriptive.

It is vital of course that each employee, regardless of their role or status, makes a full contribution to the University, but it is recognised that flexibility and diversity of working practice derives mutual benefits. There is abundant evidence that a flexible approach to working patterns may have significant organisational benefits, including reduced absenteeism, improved morale and greater productivity.

This policy is applicable to all staff but recognises the diversity of contractual and other working arrangements that exist. The policy is complementary to the University values and established policies including:

- Working Together: A strategy for success
- Values for Working Together and Professional Behaviours
- Capability
- Disciplinary
- Equality & Diversity
- Family Leave
- Flexible retirement
- Harassment
- Mediation
- Review and Restructuring
- Sickness Absence Policy