

# Employee health and well-being

## Policy Statement

The University recognises the important contribution that our people make to the achievement of the University's aims. As such the People 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 statement 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 statement is applicable to all staff but recognises the diversity of contractual and other working arrangements that exist. The policy statement is complementary to the University values and established policies & procedures including:

- [Working Together: A strategy for success](#)
- [Values for Working Together and Professional Behaviours](#)
- [Code of Good Practice \(Valuing Ourselves and Others\)](#)
- [Diversity & Inclusion](#)
- [Disciplinary](#)
- [Employee Assistance Programme](#)
- [Family Leave](#)
- [Flexible retirement](#)
- [Flexible working](#)
- [Grievance](#)
- [Harassment including Harassment Advisers](#)

- [Health Advocacy Respect and Care \(HARC\) Advisers](#)
- [Ill Health and sickness absence reporting procedures](#)
- [Mediation](#)
- [Occupational Health](#)
- [Performance Management](#)
- [Restructuring](#)
- [Stress at work and associated guidance](#)
- [Supporting You](#)