

# **BRUNEL MENTAL HEALTH AND WELLBEING STRATEGY FOR EMPLOYEES**



**Brunel**  
University  
London



A photograph of a misty forest with moss-covered trees and a path. The scene is serene and green, with sunlight filtering through the trees.

**“Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation”**

(CIPD 2016)

## Brunel Mental Health and Wellbeing Strategy for Employees

Brunel University London is committed to delivering a whole-University approach to mental health and wellbeing. Good mental health and wellbeing enhances employee engagement, performance and achievement and promotes a good work life balance.

The Brunel 2030 Vision states “we will celebrate diversity and further strengthen our culture of mutual respect and equality of opportunity, placing the health and welfare of individuals at the heart of our ethos”.

### Aims

The University aims to provide:

- an environment that promotes healthy lifestyle choices
- services to support employees with manageable health problems or disabilities to maintain access to or regain work
- greater awareness around mental wellbeing and opportunities to support mental health
- opportunity to enable employees to improve their physical and emotional wellbeing

In order to achieve these, Brunel will provide a community which is:

- Committed
- Knowledgeable

- Caring
- Supportive
- Healthy
- Resourceful

Brunel will continue to improve all provisions in relation to providing a whole University approach to mental health and wellbeing by prioritising the aims listed below and by regularly reviewing the progress of this work. An action plan with further details which guides this work will be continuously monitored by the Human Resources Reward Team with regular reporting to the Human Resources and Equal Opportunities Committee which is chaired by the Vice-Provost (Students, Staff & Civic Engagement).

### Committed Community

Brunel University London is committed to respond to the Universities UK Step Change Framework (2017) and will provide sufficient opportunity, resource and strategic guidance to embed positive mental health and wellbeing awareness, messages and interventions into all areas

of University life.

We aspire to creating an inclusive and supportive working community for employees, promoting wellbeing and enabling everyone to achieve their full potential. Our goal is to create an environment where employees are



encouraged and supported to engage in activities which enhance their health and wellbeing. We will recognise the diverse needs of our community and develop an inclusive approach that builds positive wellbeing in individuals. Brunel aims to build a community that sees positive mental health embedded in University life and promotes diversity and equality of opportunity for all.

We aim to involve other like-minded

## Knowledgeable Community

Providing appropriate information and education to our employees will enable a knowledgeable community to function and respond appropriately to all aspects of mental health and wellbeing throughout their entire career at Brunel.

### We already:

- Have a dedicated group of employees promoting Wellbeing
- Have employee training available through Staff Development
- Promote campaigns in line with National and International Awareness Days e.g. World Mental Health Day (October)
- Have a dedicated Employee Health and Wellbeing area on the intranet
- Provide information to employees about responding to cases of concern for colleagues or students online and via our regular e-newsletter

## Caring Community

Providing a community that cares about its members means including mental health and wellbeing awareness in all aspects of the University. By considering

institutions to partner with us in our aims, including our BPACHS (Brunel Partners Academic Centre for Health Sciences) partners, The Hillingdon Hospitals NHS Foundation Trust and Central and North West London Foundation Trust.

We intend to promote a community with all members committing to others, where everyone sees mental health and wellbeing as a joint responsibility.

### We aim to:

- Launch a Brunel Health and Wellbeing event
- Write guidelines on how managers can support their employees through periods of mental ill health
- Provide operationally translatable information on how managers can support their teams' wellbeing
- Provide online mental health awareness training for all employees
- Define which roles should receive compulsory mental health training
- Use the Staff Common Room to promote all areas of Wellbeing to all employees
- Create a network of key staff to enable sharing of best practice and regularly refresh training in mental health support

the impact of all strategic decisions and policy changes, we will create a community that considers the potential harm that may be caused and moves

toward removing negative barriers before they cause any significant problems.

### We already:

- Promote initiatives and activities that reduce stigma about mental health and disability
- Have a Dignity at Work Policy to help anyone who is subjected to bullying or harassment while at Brunel
- Conduct the Brunel Voice employee engagement survey
- Employ highly skilled Security professionals who can respond to incidents all year round
- Have an Occupational Health service available for managers to refer any employee for guidance on wellbeing or reasonable adjustments
- Have comprehensive family friendly policies
- Provide an Employee Assistance Programme available for employees within the Benefits portal

## Supportive Community

Brunel has a long and successful history of providing responsive and appropriate support services through a variety of teams and services. Building on this foundation will develop a community where all of its members provide support to each other.

### We already:

- Have a number of employee network groups providing support on a variety of topics
- Run events through the Equality and Diversity team to raise awareness and celebrate our diversity
- Provide spaces on campus for those of

- Promote benefits for our employees to avail through our Employee Benefits portal
- Are working on a workload allocation model to ensure fairness of workload amongst teams

### We aim to:

- Review relevant university policies and regulations in the university to ensure consideration for mental and physical health is included
- Introduce wellbeing impact assessments into the university committee structure to ensure that all proposals have had due consideration to any wellbeing impact
- Add wellbeing and mental health as a standard agenda item at meetings throughout the university
- Develop a 'Take a Break' campaign to encourage employees to take their appointed breaks

faith, or of none

- Celebrate national and international days of recognition
- Have a sensory room on campus for those with sensory processing difficulties
- Have trade union representatives on campus to support members

### We aim to:

- Remove barriers to disability disclosure to encourage more employees to access support which they may need
- Develop guidance for managers to provide support to employees during the menopause

- Review our health and attendance guidance to support those with long-term health issues

## Healthy Community

Building a healthy community which empowers healthy choices will enable our colleagues to work towards a state of complete physical, mental and social wellbeing.

### We already:

- Provide free access to physical activities on campus
- Provide healthy food on campus
- Ensure free drinking water is available at all times
- Provide extra-curricular activities through Brunel Arts
- Have a Cycle to Work scheme
- Include manual handling courses as part of mandatory training

## Resourceful Community

Brunel will ensure we have more consistent frameworks and guidance to respond in times of crisis. Strengthening our internal referral pathways will provide a more consistent and supportive response to any individual.

### We already:

- Provide guidance for crisis situations through the University Incident

## Impact and evaluation

Implementation of this University-wide strategy will be overseen by the Equal Opportunities and Human Resources

- Introduce financial wellbeing support and awareness for employees

- Run pedometer step challenges for employees
- Provide a Santander bike scheme so that employees have access to onsite bicycles

### We aim to:

- Develop a mental health in sport project
- Improve the outdoor spaces on campus
- Offer Health MOTs to employees
- Introduce a dedicated employee physiotherapy service
- Introduce interventions to promote smoking cessation
- Offer supported weight-loss programmes on campus

### Management Plan

- Work with Public Health England in cases of transmittable diseases
- Have robust health and safety processes
- Have strategic links with the local NHS

### We aim to:

- Implement post-trauma support for members of our community

Committee, which will receive an annual report on the outputs and outcomes of the objectives within this strategy.

A summary will be provided to the Executive Board.

Development outputs from this strategy will be monitored by the Committee to ensure that they are completed on time and to budget. Any stipulated targets will be monitored here.

Impact of the strategy will be monitored by collecting data and feedback from employees to demonstrate improvements

## Communication

This full version of the Mental Health and Wellbeing Strategy for Employees will be available online externally to demonstrate Brunel's commitment to this work.

## Continuous development

All members of Brunel are encouraged to engage with this strategy and to suggest areas for expansion and development. All comments and suggestions should be

in the awareness and recognition of the actions and initiatives undertaken against employee engagement and satisfaction. Data available through sickness reporting will be monitored as well as usage of the rewards portal.

The strategy will be reviewed annually to expand and further improve the strategic priorities in relation to mental health and wellbeing.

A comprehensive communications plan will be developed to ensure continuous, meaningful and appropriate messages are communicated about this work to all members of our community.

made to the Associate Director Reward, Recognition and Payroll (HR).

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## **Brunel Mental Health and Wellbeing Strategy for Employees**

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