



## **Wellbeing Champions – Update from 18<sup>th</sup> September 2018**

### **Presentation**

Gemma shared a slide deck showing what had been achieved to date and future plans. This has now been shared via Yammer.

### **Key topics**

#### **What does a wellbeing champion do?**

[Role profile](#) (PDF)

#### **Who are the Wellbeing Champions**

Nuala will be emailing all those on the Wellbeing Champions Yammer page to confirm who wants to sign up for the Wellbeing Champion role and give their details for circulation on StaffNet . Please include Name, Contact Info, Location, Faculty/Directorate.

### **Blog**

The Staff Wellbeing Blog relies on the contributions of Staff Wellbeing Champions, staff and external contributors. <https://wellbeingum.com/> If you have some ideas, pull them together and we can refine at this end if you aren't confident about Blog writing! Just email to [wellbeing@manchester.ac.uk](mailto:wellbeing@manchester.ac.uk)

#### **Upcoming wellbeing seminars for all staff**

Will be shared soon.

#### **Wellbeing calendar outline**

Will be shared soon.

The NHS also has a list of [national health campaign days](#).

#### **Upcoming wellbeing champion courses**

Will be shared soon.

#### **Wellbeing Champion experience - Tracey**

Tracey from DSE shared her personal experience of being a Wellbeing Champion.

She explained that the Wellbeing Champion role came up at a time when she was looking at the staff survey when wellbeing was identified as an area to improve. The survey stated that staff:

- Needed more breaks
- Were feeling more stressed
- Putting in more work in past 12 months



Over view of DSE – there are 600 staff in 6 divisions. Each division is unique with varied staff types. For a number of staff there are a number of barriers to taking part of wellbeing including geographical splits and work patterns (shift patterns).

When Tracey joined the Champions she got other volunteers from DSE and created a network that generated ideas to achieve and looked at opportunities and tactics on how to do that. Simon Merrywest supported this and endorsed it.

### **DSE - Actions to date**

- ❖ Had a DSE bespoke session from Andy Romero-Birkbeck
- ❖ Have 29 DSE Wellbeing champions
- ❖ Conducted surveys to explore to tailor approach
- ❖ Had more social opportunities
- ❖ Created Wellbeing Wednesdays
- ❖ Back to the floor activities for managers
- ❖ Clothes swaps
- ❖ 10 champs did the Train the Trainer session
- ❖ Taster sessions for a division who were given time out and had great feedback
- ❖ Tree Trail participation
- ❖ Team meetings - raised wellbeing
- ❖ Talk about wellbeing in induction programmes
- ❖ Developed content for intranet

### **Q&As**

There was a lively session and the responses/actions are below.

- ❖ Gemma/Vanessa will set up a LISTserv to communicate for those who don't like using Yammer.
- ❖ Gemma/Vanessa will look at creating a toolkit for the Champions and include calendar of health days, courses for Champions and events etc.
- ❖ Circulate posters for the Menopause event on 16/10
- ❖ Once Nuala has collated the responses of Champions the final list of Champions will be circulated listing names, location and Faculty to ensure that wellbeing champions know who else may be volunteering in their area.
- ❖ If anyone wishes to shadow someone doing Trainer the Trainer course contact [Gemma.dale@manchester.ac.uk](mailto:Gemma.dale@manchester.ac.uk) Gem, Sarah March and L&D can help facilitate.
- ❖ The role profile for the Wellbeing Champions will be reviewed to look at giving “expectations on the role” to help guide champions on the types of activities you may wish to get involved with.
- ❖ Gem has already developed a number of “How to Guides” for promoting the Six Ways. These will be elaborated and if other Champions have any suggestions please pass them on.
- ❖ Jane Hardman who looks after Student Wellbeing and Gem will look at how they can share resources. Currently the students are given a calendar for events and posters and they receive a training course on how to run an event. Will look at running that event for staff and students.
- ❖ The Governance structure is being reviewed. The Wellbeing Champions link to HRSMT and there is a reporting line into the Directorate of Social Responsibility's Operation Group.



- ❖ Sarah March stated that there was a strategy but that it needed refreshing.
- ❖ Champions know their own areas and people. There is no directive or one size fits all on promotion of wellbeing.
- ❖ Concerns that academics don't get involved as they feel that their time is already so stretched.
- ❖ There may be a need for deeper surveys as the biannual survey questions are not detailed enough and can't be changed.
- ❖ Pressure on staff with short term contracts. They feel guilty/worried about job if they take time out to develop themselves or do wellbeing activities. Sarah March shared that Rachel Cowan in FBMH is looking at research staff working.
- ❖ Research/metrics needs to be collated on wellbeing to justify what we do and show impact. There are stats on sickness absence rates by Depts. Contact Sarah March for more details.
- ❖ There is an issue with getting messages to non-PC staff. Need to look at how this can be improved.

### **Social media**

Tweet to [@UOMPeople](https://twitter.com/UOMPeople)

Staff wellbeing website: <http://www.staffnet.manchester.ac.uk/wellbeing/>