

MANCHESTER  
1824

The University of Manchester

**SIXWAYS**  
to wellbeing

# WELLBEING



# WELLBEING STRATEGY

Welcome to The University of Manchester. As a member of staff we want you to know that your wellbeing matters to us. We as an institution are committed to providing a healthy working environment and improving the quality of working lives for all employees.

This booklet will give you a brief overview of some of the wellbeing activities and services you can access and participate in during your time here. For more information, please visit our wellbeing website at

[www.staffnet.manchester.ac.uk/wellbeing](http://www.staffnet.manchester.ac.uk/wellbeing)

## Six ways to improve your Wellbeing

The University's 'Six Ways to Wellbeing' are based on the 'Five Ways to Wellbeing' - a set of evidence-based actions promoting wellbeing in everyday life developed by the New Economics Foundation in 2008.

<b>connect</b>	Make contact with the people around you. Think of these as the cornerstones of your life and invest time in them - building these connections will support and enrich you every day wellbeing.
<b>take notice</b>	Reflecting on your experiences and being aware of the world around you and what you are feeling will help you to appreciate what matters to you.
<b>be active</b>	Being active makes you feel good. Discover an activity you enjoy and that suits you.
<b>give</b>	Seeing yourself and your happiness linked to the wider community can be very rewarding. Try volunteering, helping a friend or stranger or thank someone.
<b>learn and discover</b>	Learning new things will make you more confident, inspire you and be fun. Set a challenge you enjoy such as rediscovering an old interest or trying something new.
<b>be healthy</b>	Being healthy can help you to feel confident and get the most out of life. Look after your body by exercising, getting enough sleep and managing your stress levels.

# WELLBEING RESOURCES

As a member of staff you can access a number of wellbeing resources to help you to promote wellbeing in your everyday life, including those listed below. For a full list of the wellbeing resources available to staff please visit the wellbeing website

[www.staffnet.manchester.ac.uk/wellbeing](http://www.staffnet.manchester.ac.uk/wellbeing)



## Wellbeing blog

You can read the latest thoughts and gain hints and tips from wellbeing experts and members of the staff community.



## Sport, Physical Activity and Wellbeing

UoM Sport provides staff with a range of opportunities to take part in sport and physical activity programmes across campus or online wherever you are. Our Be Active programme offers a range of fitness and wellbeing Classes. Our Sporticipate and Campus Sport programmes provide a range of social sports to take part individually or as a team. You can take out a discounted gym membership, and also access our resident physiotherapist. Throughout the year we host a number of events and activities to support the health and wellbeing of the UoM Community. To see what support we provide visit [www.manchester.ac.uk/sport](http://www.manchester.ac.uk/sport) of follow us @UoMSport across our social media channels.



## Wellbeing events and workshops

We run a regular series of events, workshops and webinars, related to all aspects of health and wellbeing. These are open to all staff and are published on StaffNet. We also offer training for managers on supporting staff with their wellbeing and mental health.



## Wellbeing facilities

The university possesses a number of wellbeing rooms designed to create a space for both staff and students to exercise, relax and rejuvenate. The Wellbeing Rooms are located in the Simon Building on Ground floor and First floor; and in Sackville Building in Room H11 and include two large activity studios, a lounge area, a treatment room housing a physio and masseur clinic.



## Wellbeing champions

We have a network of Staff Wellbeing Champions located across the University. Our champions signpost staff to University support services and help promote and arrange both national wellbeing days and University based events. They also feedback to the Staff Wellbeing Champions Network so that future initiatives can be developed to engage and support staff.

For more information on wellbeing champions or to enquire about becoming a champion, please visit

[www.staffnet.manchester.ac.uk/wellbeing/wellbeing-champions](http://www.staffnet.manchester.ac.uk/wellbeing/wellbeing-champions)

# OUR SERVICES

Getting help when you need it is important. You can find a range of services and advice at the university to support your wellbeing. Below is an overview of some of the services you can access as a member of staff, a full list of wellbeing support services can be found at the following address:

[www.staffnet.manchester.ac.uk/humanresources/current-staff/health-wellbeing](http://www.staffnet.manchester.ac.uk/humanresources/current-staff/health-wellbeing)

## Stress management

Support and guidance is available for managers and individual members of staff through a suite of tools including e-learning resources, information on reporting and supporting staff experiencing issues at work and stress policy, guidance and assessment tools.



## Counselling

A number of online resources, group workshops and confidential one to one counselling sessions with our onsite counsellors are available for members of staff. You can also find advice in dealing with a student or college who you have concerns about.



## Wellbeing coaching

The University has an internal network of coaches, and staff can request a coach through our Staff Learning and Development Team. We have a team of specially trained wellbeing coaches who can support staff on all aspects of wellbeing.



## Disability Advisory and Support Service

The Disability Advisory and Support Service (DASS) has a dedicated service for staff to provide advice, guidance and support about a range of practical adjustments in the workplace. We realise that not everyone who is able to access DASS services thinks of themselves as disabled, but we need to use the single term 'disability' to cover the broad range of physical and sensory impairments, medical conditions, specific learning difficulties and mental health needs.

## Financial Wellbeing

Financial concerns can lead to higher stress and anxiety levels, and lower levels of good health. The University provides numerous ways to help save you money with staff discounts, salary exchange schemes, travel and study loans and ways to borrow and save money with two local credit unions. There are also Pre-Retirement courses available for those considering that option.



## Employee Assistance Programme

A free to call helpline provided by an independent external provider, Validium. It offers access to support from trained counsellors and advisors who are ready to listen and provide help on everything from emotional and physical health, mental health, relationships, managing stress and anxiety, money issues and more. Staff can also access free counselling services.



## Togetherral online community

An anonymous and totally confidential free online mental health and wellbeing resource. You can access peer support through their online community, resources for self-management and advice and guided support programmes on a range of common issues.



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